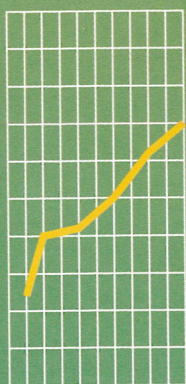




1994

# The Australian Labour Market



Statistics ■



**EMBARGOED UNTIL 11.30 A.M. 10 AUGUST 1995**

**THE AUSTRALIAN  
LABOUR MARKET  
1994**

**W. McLennan  
Australian Statistician**

**AUSTRALIAN BUREAU OF STATISTICS**

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INQUIRIES • *for information about other ABS statistics and services please refer to the last page of this publication.*

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## Introduction

Once a month the nation turns its attention to new data about unemployment and employment. The Australian Bureau of Statistics (ABS) monthly labour force survey is the source of Australia's official statistics about unemployment. In addition the survey provides estimates of employment growth and a host of other indicators of the Australian Labour Market.

This survey is recognised internationally as a first class means of obtaining labour force statistics, compiled in accordance with standards set by the International Labour Organisation. It also seeks information about many other labour market topics to provide new insights into Australia's labour force.

Throughout the year the ABS publishes many summary articles on the nature and dynamics of the labour market. For the most part the articles now appear in *The Labour Force, Australia* (6203.0), and draw on data from the labour force survey itself, and the many supplementary surveys conducted throughout the year which focus on particular aspects of the labour market.

This present publication gathers together those articles which were published in 1994 and early 1995 in the *Labour Force, Australia* as well as in *Statistics Weekly*, and other labour publications. They illustrate the wide range of information available from the ABS labour statistics program.

The topics covered are many and varied. They describe those people who are fully employed; those who would like more work; those who are unemployed; those who are not in the labour force but would like a job; and also those who have left the labour force. International comparisons are also featured.

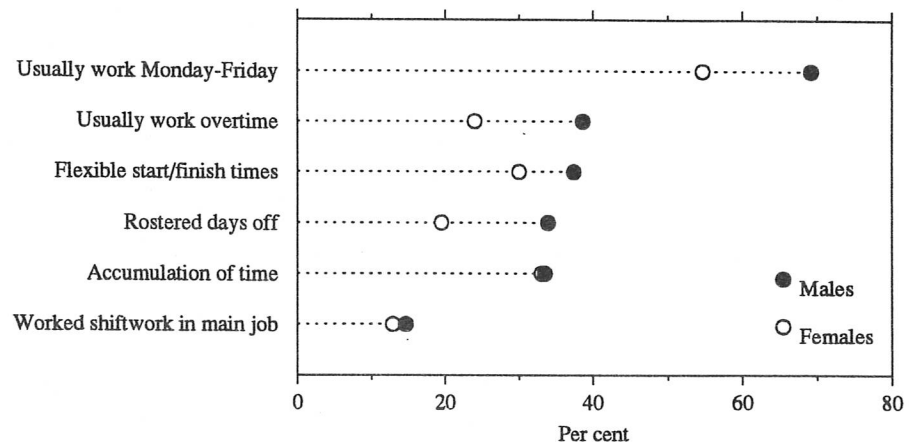
More detail on these items can be obtained from the ABS. A wide range of statistical products and services is offered by the ABS, and more information on the labour statistics program may be obtained by contacting any of the ABS offices listed on page 49.

## One in three work regular overtime

Just over two million Australian workers, or 32 per cent of all employees, regularly work overtime, according to a new survey of working arrangements taken in August 1993. Of those people, 217,700 or 3.4 per cent of all employees, usually worked 20 or more hours overtime a week and another 568,700 (9%) usually clocked up between 10 and 19 hours overtime.

The proportion of people working regular overtime was much higher among permanent full-time employees, at 40 per cent, than among casual full-time employees (28%) or part-time employees, at 10 per cent.

PROPORTION OF EMPLOYEES PARTICIPATING  
IN SELECTED WORKING ARRANGEMENTS, AUGUST 1993



Of employees working regular overtime, 53 per cent were not paid for the most recent period before the survey. A greater proportion of females (61%) than males (49%) worked unpaid overtime, while 45 per cent of males and 29 per cent of females were paid for their most recent period of overtime. The remainder (5% of males and 9% of females) worked for time off in lieu or some other arrangement.

The survey found that 76 per cent of full-time employees usually worked Monday to Friday in their main job, while 12 per cent usually worked weekdays and weekends and 9 per cent worked varying days each week. As one would expect, the work patterns of the 1,533,300 people who worked part time in their main job were considerably more varied.

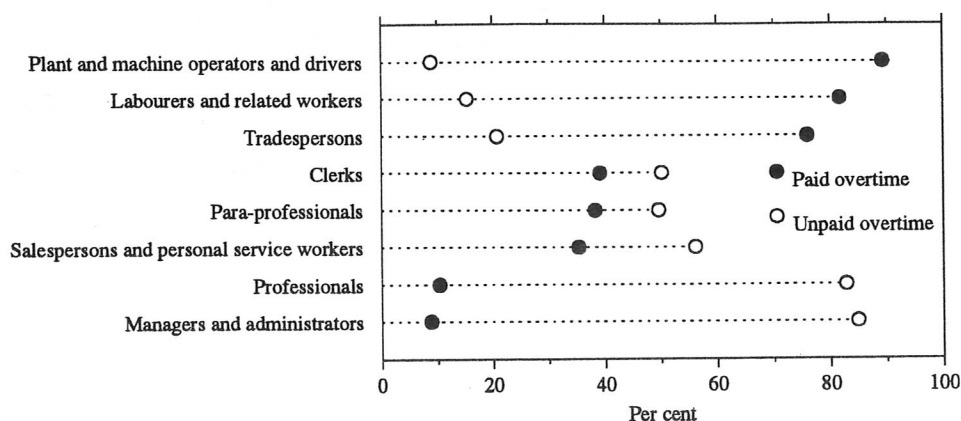
WORK FLEXIBILITY  
FULL-TIME EMPLOYEES IN MAIN JOB  
AUGUST 1993  
(<sup>'000</sup>)

Start/finish times	Permanent			Casual			Total Persons
	Males	Females	Persons	Males	Females	Persons	
Not fixed	1,013.5	403.5	1,417.1	152.5	56.5	208.9	1,626.0
Variable daily	650.8	269.6	920.4	103.1	31.1	134.5	1,054.9
Not variable daily	362.8	133.9	496.6	49.4	25.2	74.5	571.1
Fixed	1,869.5	1,098.9	2,968.4	127.7	68.9	195.7	3,164.1
Negotiated with employer	316.8	196.2	513.1	37.3	21.7	59.9	572.1
Not negotiated	1,552.6	902.7	2,455.3	90.4	46.3	136.7	2,592.1

The table summarises the degree of flexibility enjoyed by full-time employees in relation to their working hours. Male full-time employees had the greatest flexibility, with 24 per cent able to vary their start and finish times on a daily basis, compared with 19 per cent of female full-time workers.

Among the occupations, flexibility was greatest for managers/administrators, professionals and clerks. Public sector employees were more likely than those in the private sector, by about five percentage points, to be able to vary their start and finish times daily. By the same margin, employees with children aged under twelve were more likely to enjoy that flexibility than those without such children.

PROPORTION OF EMPLOYEES WHO  
REGULARLY WORK OVERTIME AND OCCUPATION, AUGUST 1993



For full and part-time workers combined, 21 per cent of employees were able to vary their start and finish times on a daily basis, and a further 13 per cent had some lesser degree of flexibility in their hours.

For further information, order the publication *Working Arrangements, Australia* (6342.0), or contact Labour Force Enquiries (06) 252 6525.

## Migrants in the labour force

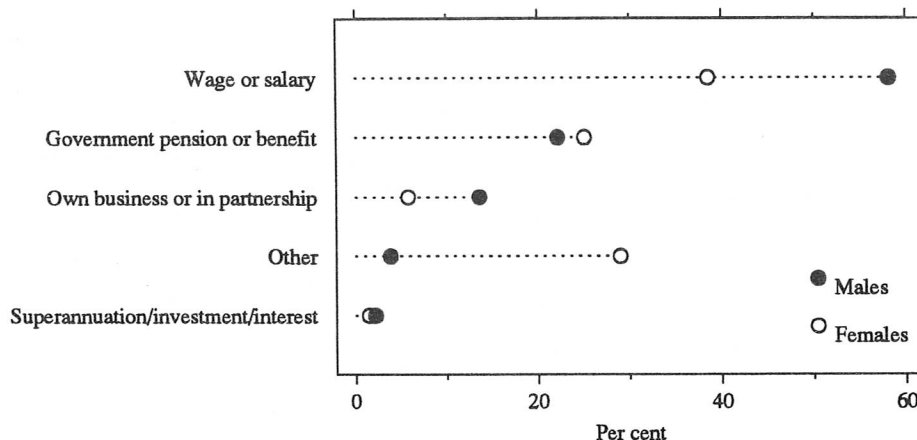
The number of migrants who arrived in Australia after 1970, aged 18 years or over on arrival and who had obtained permanent residency status was estimated to be 1,268,100 according to a labour force supplementary survey conducted in September 1993.

Of these migrants 69.8 per cent were in the labour force, with participation rates of 85.3 per cent for males and 56.3 per cent for females — both significantly above the overall participation rates.

The unemployment rate for migrants was 13.6 per cent at September 1993, compared with 10.7 per cent for the entire labour force. In September 1990, when the survey was last run, the comparable unemployment rates were 9.7 per cent for migrants and 7.3 per cent overall.

The chart shows migrants' reported main source of income. Overall, 58 per cent of males and 39 per cent of females received a wage or salary as their main source of income at September 1993. A further 25 per cent of female and 15 per cent of male migrants nominated a government pension or benefit as their main source of income.

MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970 AGED 18 AND OVER, MAIN SOURCE OF INCOME, SEPTEMBER 1993



Almost three-quarters (562,600) of the 765,200 migrants who were employed in September 1993 had a job before they migrated. Of this group, 298,900 (53%) remained in the same occupation. The most common occupations for migrants were Labourers and related workers (18%), Professionals (16%), Tradespersons (16%) and Clerks (14%).

Some 623,800 (49%) migrants arrived in Australia with post-school qualifications obtained previously. Of these, 44 per cent had either a basic or skilled vocational qualification, followed by 31 per cent with a bachelor degree or higher.

Of migrants with post-school qualifications, 60 per cent had their qualifications recognised in Australia by either an employer (42%), licensing or registration board (29%) or union or professional association (21%).

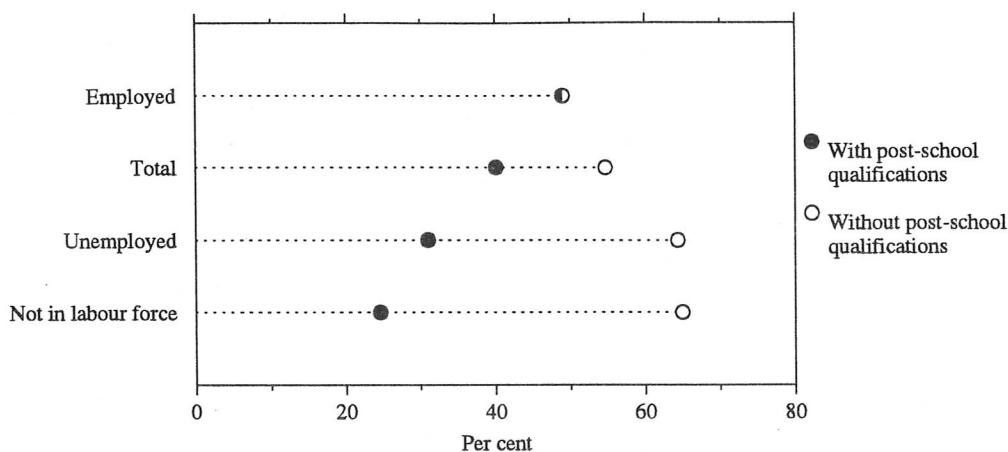
Among migrants who arrived as adults from non-English speaking countries, one-sixth spoke only English at home, and a further 55 per cent spoke English either 'well' or 'very well'. Less than 6 per cent did not speak English at home, and the proportion was higher among females (7.2%) than among males (3.6%).

For further information, order the publication *Labour Force and Other Characteristics of Migrants, Australia* (6250.0), or contact Labour Force Enquiries on (06) 252 6525.

## Link between qualifications and labour force participation rate

The annual survey of labour force status and educational attainment shows that, of the population aged 15 to 69 years in February 1994, there were 4,972,000 persons (40%) with post-school qualifications compared with 6,782,400 (55%) without post-school qualifications. The remaining five per cent were still at school.

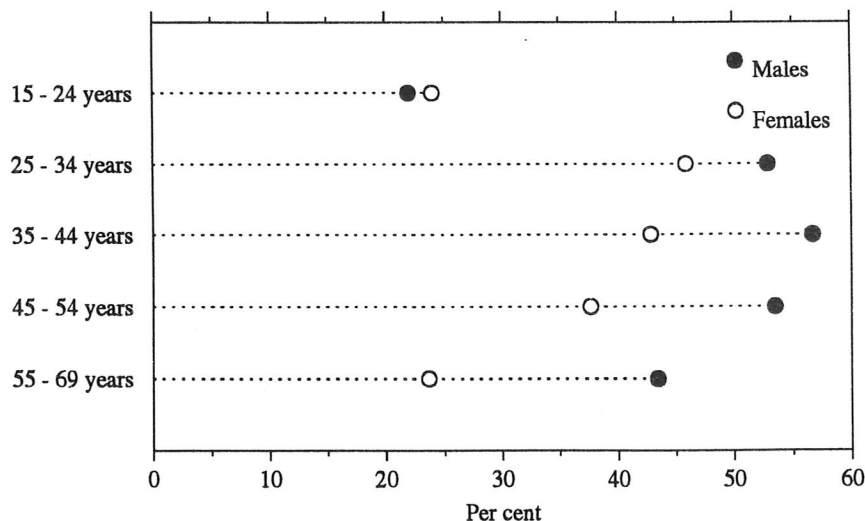
EDUCATIONAL ATTAINMENT OF PERSONS  
AGED 15 TO 69 YEARS, FEBRUARY 1994



Persons with post-school qualifications comprised 1,360,000 (27%) with a bachelor degree or higher, 382,600 (7.7%) with an undergraduate diploma, 710,000 (14%) with an associate diploma, 1,731,400 (35%) with skilled vocational qualifications and 788,000 (16%) with basic vocational qualifications.

Forty five per cent of males aged 15 to 69 had post-school qualifications compared with 35 per cent of females. Within that total, however, a slightly higher proportion of women than men held bachelor or higher degrees, while men outnumbered women by more than three-to-one in the category of skilled vocational qualifications.

PERSONS AGED 15 TO 69 YEARS WITH POST-SCHOOL  
QUALIFICATIONS, FEBRUARY 1994





The survey also found that labour force participation rates varied widely according to the level of education attained. These rates for February 1994 were:

- 82 per cent for persons with post-school qualifications;
- 74 per cent for those persons without post-school qualifications who had completed the highest level of schooling available;
- 61 per cent for those persons without post-school qualifications who had not completed the highest level of schooling available; and
- 26 per cent for those who had never attended school (an estimated 34,600 people, or 0.3% of the age range, are in this category).

**EDUCATIONAL ATTAINMENT OF PERSONS  
AGED 15 TO 69 YEARS, FEBRUARY 1994  
(Per cent)**

<i>Age group (years)</i>	<i>With post-school qualifications</i>	<i>Without post-school qualifications</i>
15 to 24(a)	23	56
25 to 34	49	51
35 to 44	50	50
45 to 54	46	54
55 to 69	33	67

(a) 21 per cent of this age group were still at school.

The unemployment rate among persons with post-school qualifications was 7.6 per cent, compared with a national unemployment rate of more than 10 per cent in February 1994. Of those that were unemployed, 33 per cent had been unemployed for one year or more.

For further information, order the publication *Labour Force Status and Educational Attainment, Australia* (6235.0), or contact Labour Force Enquiries on (06) 252 6525.

## More people changing jobs

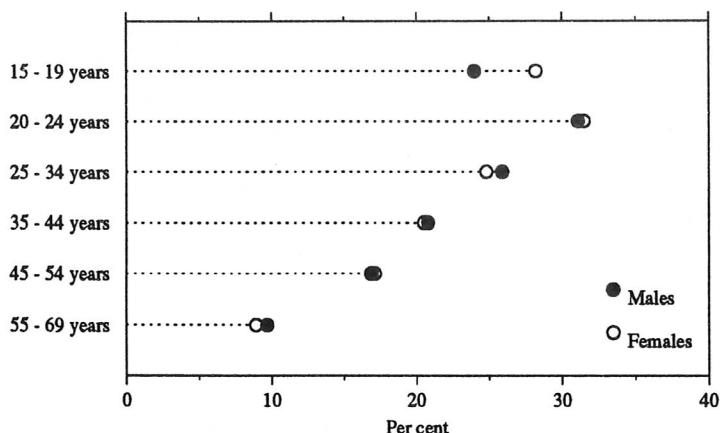
The proportion of workers who were job mobile, that is, changed their employer/business or locality over a one year period, increased to 22 per cent during the year ending February 1994 from 20 per cent in the year ending February 1992. The figure represents a return to the levels of mobility recorded in 1990 and 1991. Before 1990, job mobility was steadily increasing, from 14 per cent in 1984.

Of persons experiencing job mobility in the 12 months to February 1994, 85 per cent changed their employer/business and 15 per cent changed their location only. Other findings from the labour mobility survey include:

- job mobility was similar for females (23%) and males (22%);
- job mobility was highest for both sexes in the 20–24 age group (31%);
- job mobility increased with education level and peaked at 29 per cent for persons with a higher degree; and
- high mobility rates were recorded for unmarried persons, particularly those who were not members of a family but not living alone.

These patterns are similar to earlier years.

JOB MOBILITY OF PERSONS AGED 15 TO 69 YEARS WHO WORKED AT SOME TIME DURING THE YEAR ENDING, FEBRUARY 1994



Of the 8.6 million persons who worked at some time in the 12 months to February 1994, 1.9 million had ceased a job during the year. While this number was higher than the 1.8 million reported in February 1992, the following table shows that the increase was due to a rise in the number of persons who voluntarily left a job.

PERSONS WHO CEASED A JOB DURING THE YEAR ENDING FEBRUARY 1994

Reason for ceasing last job	February 1992		February 1994	
	'000	Per cent	'000	Per cent
Job loser	810.5	44	753.0	39
Retrenched	547.5	30	464.3	24
Other reasons	263.1	14	288.7	15
Job leaver	1,021.7	56	1,158.6	61
<b>Total</b>	<b>1,832.3</b>	<b>100</b>	<b>1,911.5</b>	<b>100</b>

Of the 1,070,000 persons working in February 1994 who had started the job during the year and had a previous job:

- 36 per cent changed industry from previous to current job; and
- 30 per cent changed occupation from previous to current job.

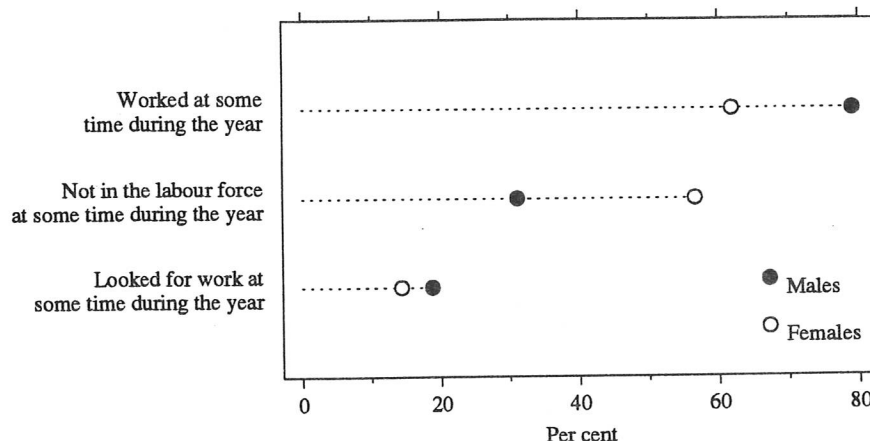
For further information, order the publication *Labour Mobility, Australia* (6209.0), or contact *Labour Force Enquiries* (06) 252 6525.

## Full year workers in the majority

Some 9.5 million Australians aged between 15 and 69 had been in the labour force, (that is, either worked or looked for work) at some time during the year ending March 1994. Of these people, 6.9 million spent the whole year in the labour force and of those, 5.7 million (83%) worked for all 52 weeks.

The participation rate for males, which had remained steady at 86 per cent for all years between 1988 and 1992, fell slightly in 1993 and 1994 to 85 per cent. For females the participation rates increased to 68 per cent in 1994 after remaining steady at 67 per cent for four years up to 1993.

LABOUR FORCE EXPERIENCE OF PERSONS AGED 15 TO 69 YEARS DURING THE YEAR ENDING MARCH 1994



The greatest increase in participation rates during the year to March 1994 was for those aged 15 to 19, their rate reaching 72 per cent after rates of 69 per cent in 1992 and 68 per cent in 1993.

Australia's civilian population included 12.3 million persons aged between 15 and 69 in March 1994. In the twelve months to that date:

- 8.7 million persons (71%) worked at some time;
- 2.0 million persons (17%) looked for work at some time; and
- 5.4 million persons (44%) were not in the labour force at some time.

Persons aged 20 to 54 years have the highest participation rates. Males in this age group have rates between 92 and 97 per cent while for females, the rates varied between 72 and 88 per cent. Of those persons who spent some time in the labour force, two thirds were in the labour force for the whole year.

Some 5.9 million persons had worked on a full-time basis only (that is, 48 per cent of all persons aged 15 to 69). In 1991, 52 per cent had worked only on a full-time basis. The proportion of males who worked at some time, but working only full-time has decreased from 70 per cent in 1991 to 65 per cent in 1994. For females there has been a decrease from 33 per cent to 31 per cent over this time.

Of the 2.0 million persons who looked for work at some time in the year, some 349,400 persons (225,300 males and 124,100 females) looked for work for the whole 52 weeks.

**FULL-TIME/PART-TIME STATUS OF THE LABOUR FORCE**  
(per cent)

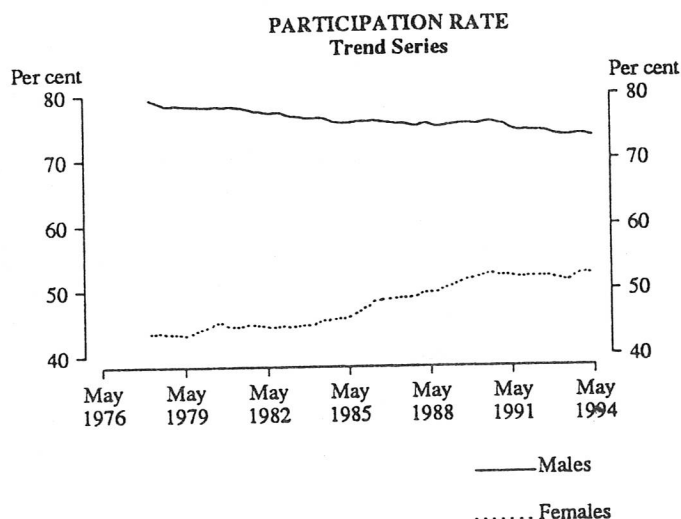
	<i>March 1991</i>			<i>March 1994</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Worked at some time during the year	82.0	62.6	72.3	79.1	61.9	70.5
Status of weeks worked -						
All full time	70.1	33.4	51.9	64.9	30.8	47.9
More full time	4.3	3.5	3.9	4.6	3.8	4.2
More part time	1.3	2.5	1.9	1.6	3.0	2.3
All part time	6.3	23.2	14.6	8.1	24.2	16.2

There were 3.5 million females and 1.9 million males who spent part of the year out of the labour force. Some 59 per cent of females reported 'home duties/childcare' and a further 16 per cent 'attending an educational institution' as their main activity while not in the labour force. In comparison, the most common main activities reported by males were 'attending an educational institution' (29%), and 'retired/voluntarily inactive' (27%). Some 6 per cent of males reported 'home duties/child care' as their main activity.

For further information, order the publication *Labour Force Experience, Australia* (6206.0), or contact Labour Force Enquiries on (06) 252 6525.

## Recent trends in labour force participation

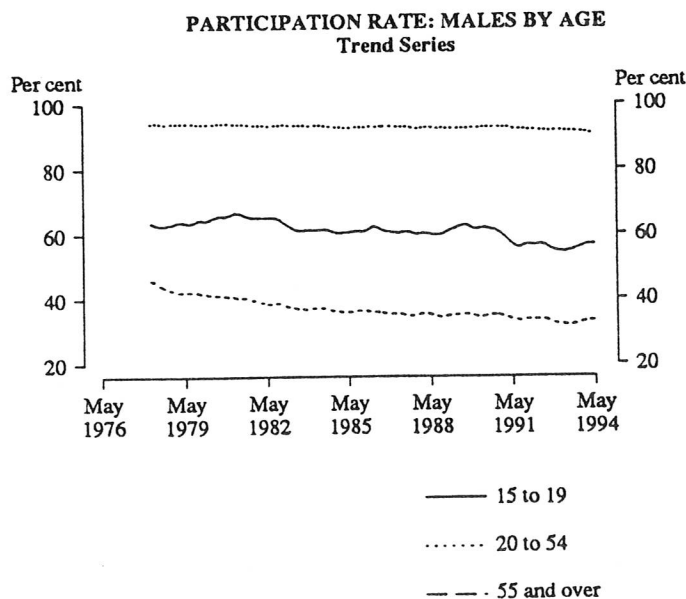
Contrasting movements exhibited in male and female participation rates have been a significant feature of the Australian labour market in recent decades. With male participation falling and female participation rising, the gap between participation rates for males and females has been narrowing. In this article, trends estimates are used to analyse the recent behaviour of participation rates. The trend of a series represents the fundamental or essential direction of the series.



The trend participation rate for males in June 1978 was 78.9 per cent. In June 1994, this had fallen to 73.5 per cent. In contrast, the trend participation rate for females rose from 43.7 per cent in June 1978 to 52.3 per cent in June 1994.

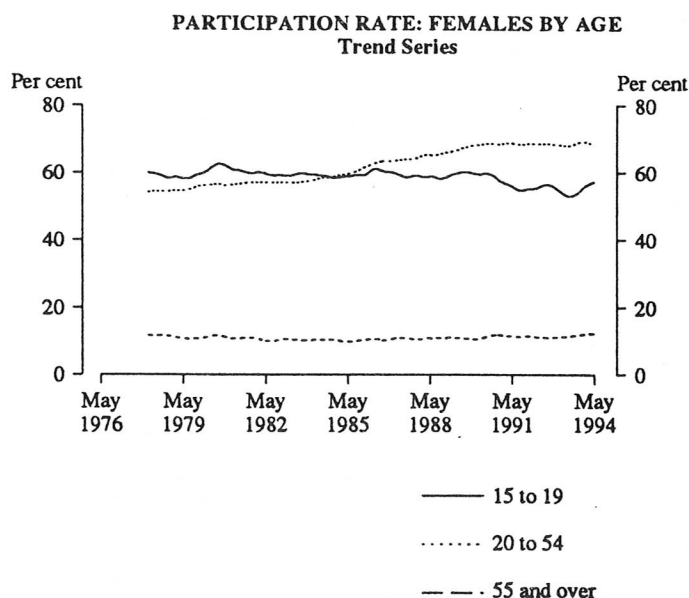
### Age

Since 1978, both males and females aged 15 to 19 years have experienced falling trend participation rates. A major factor underlying this fall has been increased participation in full-time education. Participation rates for males in other age groups also declined, with the largest fall being for males aged 55 to 64 years. This reflects a growing trend towards early retirement.





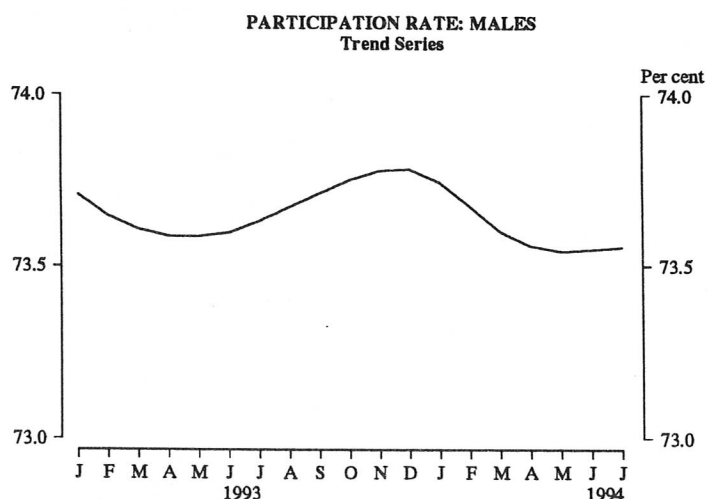
Female participation rates rose in all age groups except 15 to 19 years and 65 and over. The most significant increases were for females aged 25 to 54, reflecting the growing proportion of married women entering employment.



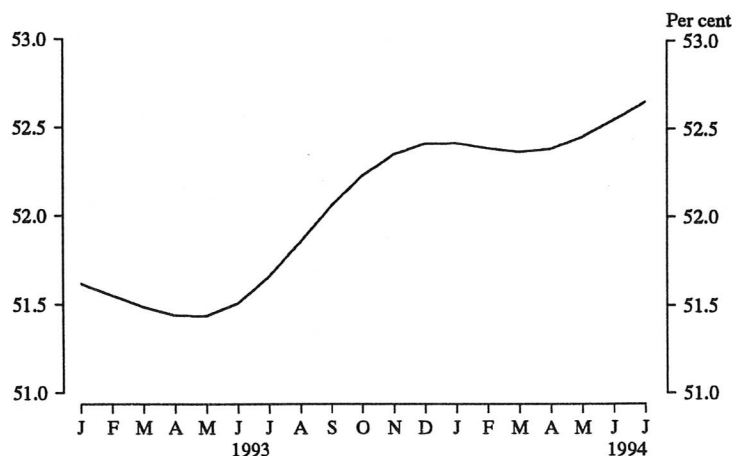
### Cyclical Influences

While the changes in male and female participation rates are clearly evident, they have not been uniformly distributed over the period. Different stages of the business cycle clearly influence labour force behaviour, with contraction of labour force activity typically occurring during economic recovery and employment growth. These effects are not uniform between males and females or across age groups.

In both the 1982-83 and 1990-91 recessions, the upward trend in the female participation rate slowed and toward the end of the 1990-91 recession the female participation rate actually dropped. The male participation rate also dropped significantly towards the end of the 1990-91 recession.



**PARTICIPATION RATES: FEMALES**  
Trend Series



In contrast to the rapid recovery in employment after the 1982-83 recession, employment remained virtually unchanged over the two years following the trough of the 1990-91 recession. The slow recovery in employment continued to depress participation rates.

With the recovery in employment occurring from early 1993, the rise in the female participation rate was again evident and the rate of fall in the male participation rate slowed with the male participation rate actually rising for a brief period.

The female participation rate peaked in December 1993 at 52.5 per cent, although similar levels had been reached in the latter part of 1990. The male participation rate also peaked in December 1993 at 73.8 per cent, although it had been at a similar level twelve months earlier.

Since December 1993, despite continuing rises in employment, both male and female participation rates initially fell and then remained flat. The trend participation rate for persons fell 0.3 percentage points in the six months to June 1994.

**TABLE 1: CONTRIBUTION TO CHANGE IN PARTICIPATION RATE  
DECEMBER 1993 TO JUNE 1994**

<b>Males</b>	
Employed full time	0.13
Employed part time	-0.01
Unemployed looking for full-time work	-0.31
Unemployed looking for part-time work	0.00
<b>Married females</b>	
Employed full time	0.26
Employed part time	-0.01
Unemployed looking for full-time work	-0.07
Unemployed looking for part-time work	0.05
<b>All females</b>	
Employed full time	0.07
Employed part time	-0.06
Unemployed looking for full-time work	-0.21
Unemployed looking for part-time work	0.04
<b>Persons</b>	
Change in participation rate	-0.30

Table 1 shows the contribution of individual groups to the change in the trend participation rate for persons for the six months to June 1994.

A major contributor to the recent decline in the trend participation rate was a fall in the number of unemployed males looking for full-time work. The fall in participation rates attributable to this group more than offset the rise associated with an increase in male employment.

Similarly, a fall in the number of unemployed females looking for full-time work contributed significantly to the fall in the overall participation rate. The contribution of married females was significantly less, indicating that unmarried females were the greater contributor to falling participation rates. In contrast, the small positive contribution to the participation rate from females employed full time reflected a significant growth in employment of married females offset by falling employment of unmarried females.

#### States and Territories

In the six months to June 1994, the largest contributor to the fall in the overall trend participation rate was New South Wales. In New South Wales a significant fall in the number of unemployed persons more than offset a rise in employment. In South Australia, the combination of falling employment and falling unemployment also contributed significantly to the fall in the trend participation rate. In Victoria, Queensland and Western Australia falls in unemployment and rises in employment were of similar magnitude resulting in small negative contributions to the overall change from Victoria and Western Australia and a small positive contribution from Queensland, Tasmania, Northern Territory and the Australian Capital Territory also contributed to the fall in participation rates.

**TABLE 2: CONTRIBUTION TO CHANGE IN PARTICIPATION RATE:  
STATES(a)  
DECEMBER 1993 to JUNE 1994**

	Dec 1993	Jun 1994	Change
New South Wales			
Employed	2,609.5	2,632.0	0.04
Unemployed	305.7	288.0	-0.14
Victoria			
Employed	1,939.3	1,976.0	0.18
Unemployed	266.1	238.1	-0.21
Queensland			
Employed	1,394.7	1,425.5	0.16
Unemployed	162.0	145.6	-0.13
South Australia			
Employed	635.3	634.5	-0.03
Unemployed	79.2	76.7	-0.02
Western Australia			
Employed	777.9	786.7	0.03
Unemployed	77.7	72.1	-0.04
Tasmania			
Employed	194.0	195.3	0.00
Unemployed	27.0	23.8	-0.02
Northern Territory			
Employed	75.0	73.3	-0.02
Unemployed	5.6	5.9	0.00
Australian Capital Territory			
Employed	153.2	152.8	-0.01
Unemployed	12.5	11.1	-0.01

(a) Seasonal adjustment and trend analysis are separately derived for each State, Territory and Australia; discrepancies may therefore arise between components and totals.

For further information about recent trends in labour force participation rates, contact Labour Force Enquiries on Canberra (06) 252 6525 or any ABS Office.

## Families and the labour force

In June 1994, an estimated 10,990,100 persons aged 15 and over were members of a family, that is, usually resident in the same household with one or more related persons. A further 2,159,800 were usually resident in households which did not include relatives. For 228,800 persons aged 15 and over, family relationship could not be determined.

Some 7,150,300 or 65 per cent of family members were in the labour force and of these, 656,000 (9.2%) were unemployed.

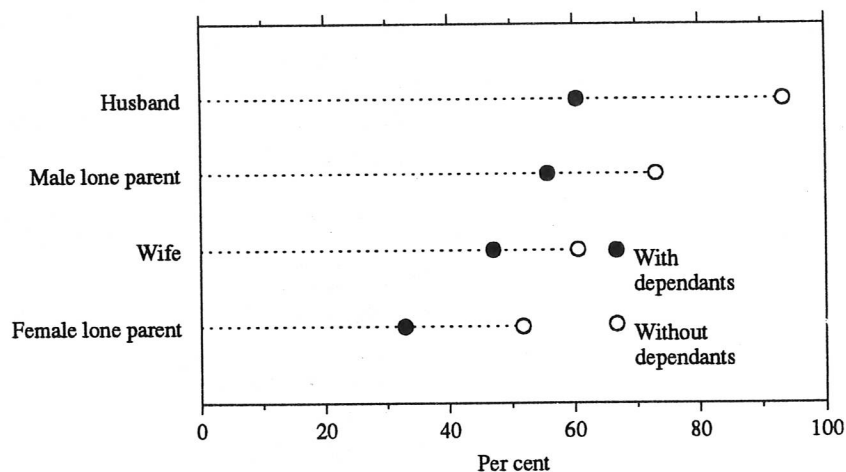
In comparison, 1,267,100 non-family members were in the labour force and 12 per cent (147,400) were unemployed.

### Labour force participation of husbands, wives and lone parents

Some 3,083,600 (77%) husbands were in the labour force, compared with 2,140,000 (54%) wives. The difference in the proportion of husbands or wives in the labour force was greater where dependants were present. Some 93 per cent of husbands with dependants were in the labour force, compared with 61 per cent of wives with dependants.

Of the 54,800 male lone parents with dependants, 73 per cent (40,100) were in the labour force and of these, 11 per cent (4,400) were unemployed. In comparison, of the 367,400 female lone parents with dependants, 52 per cent (190,300) were in the labour force, of whom 17 per cent (31,900) were unemployed.

PARTICIPATION RATES FOR HUSBANDS,  
WIVES AND LONE PARENTS, JUNE 1994



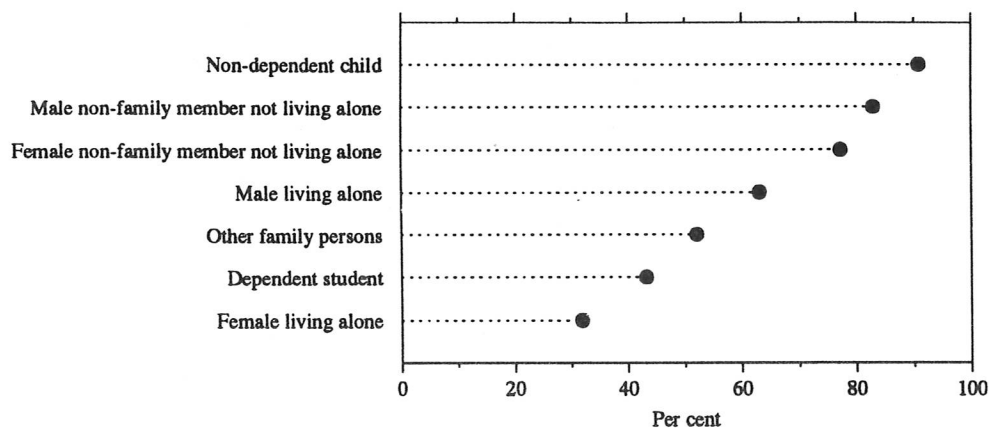
### Dependent students and non-dependent children

In June 1994, 843,800 family members were dependent students. Of these, 43 per cent (364,200) were in the labour force and 18 per cent (65,300) were unemployed. Most unemployed dependent students (85%) were seeking part-time work.

Some 82 per cent (298,900) of dependent students in the labour force were employed, nearly all of them part time. Employed dependent students worked an average of 9 hours a week.

Of the estimated 1,194,200 non-dependent children, 91 per cent (1,086,000) were in the labour force. Of these, 15 per cent were unemployed and most (95%) were seeking full-time work. Although non-dependent children constituted only 11 per cent of all family members, they represented 25 per cent of unemployed family members. There were 922,200 non-dependent children who were employed, of whom 85 per cent were employed full time.

**PARTICIPATION RATES FOR OTHER FAMILY MEMBERS  
AND NON-FAMILY MEMBERS, JUNE 1994**



#### **Non-family members**

In June 1994, 2,159,800 persons lived alone or with unrelated persons only (62% of these were living alone). There was a marked difference in labour force participation between non-family members who lived alone and those who shared households. Of those not living alone, 81 per cent (662,000) were in the labour force, compared with 45 per cent (605,100) of persons living alone.

This difference was greater for females. Some 32 per cent (245,200) of females living alone were in the labour force, compared with 77 per cent (266,400) of female non-family members not living alone. In comparison, 63 per cent (359,800) of males living alone and 83 per cent (395,700) of male non-family members not living alone participated in the labour force.

The lower participation rate for females living alone is partly accounted for by differences in the age structure of the population for males and females in this category. For male and female non-family members not living alone, 7 per cent were aged 55 and over. However, for those living alone, 68 per cent of females were aged 55 and over compared with 39 per cent for males. Further more, 92 per cent of females aged 55 and over who lived alone were not in the labour force, compared with 76 per cent of males in the same group.

#### **Couple families**

Both spouses were in the labour force in 1,145,600 (58%) of couple families with dependants. In 9.7 per cent (111,000) of these families, one or both spouses were unemployed. The parent was unemployed in 11 per cent of couple families with dependants in which only one spouse was in the labour force.

By comparison, in couple families without dependants, 893,100 (44%) had both spouses in the labour force, and one or both spouses were unemployed in 8 per cent (67,000) of these families. Of couple families without dependants where only one spouse was in the labour force, the spouse was unemployed in 11.4 per cent.

By comparison, in couple families without dependants, 893,100 (44%) had both spouses in the labour force, and one or both spouses were unemployed in 8 per cent (67,000) of the families. Of couple families without dependants where only one spouse was in the labour force, the spouse was unemployed in 11.4 per cent of families.

One or both spouses were employed in 98 per cent of couple families with dependants with both spouses in the labour force. Where only one spouse was in the labour force, that spouse was employed in 89 per cent of couple families with dependants.

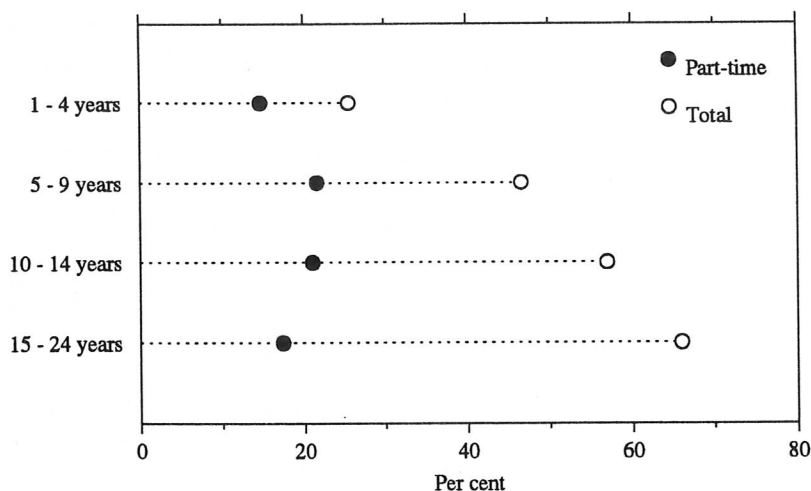
In couple families with both spouses in the labour force, 90 per cent of those with dependants had both spouses employed, compared with 92 per cent where there were no dependants. Where only one spouse was in the labour force, the spouse was employed in 89 per cent of families, whether or not there were dependants.

### One parent families

Of the 627,300 one parent families, 525,900 (84%) had a female parent.

The lower the age of the youngest dependant, the less likely it was that the parent was in the labour force. In those one parent families where the youngest dependant was aged 0 to 4 years, 68 per cent of parents were not in the labour force, compared with 24 per cent where the youngest dependant was aged 15 to 24 years. Some 58 per cent of female parents of one parent families with dependants aged 0 to 9 years were not in the labour force as were 37 per cent with dependants aged 10 to 14 years.

PROPORTION OF LONE PARENTS EMPLOYED  
BY AGE OF YOUNGEST DEPENDANT, JUNE 1994



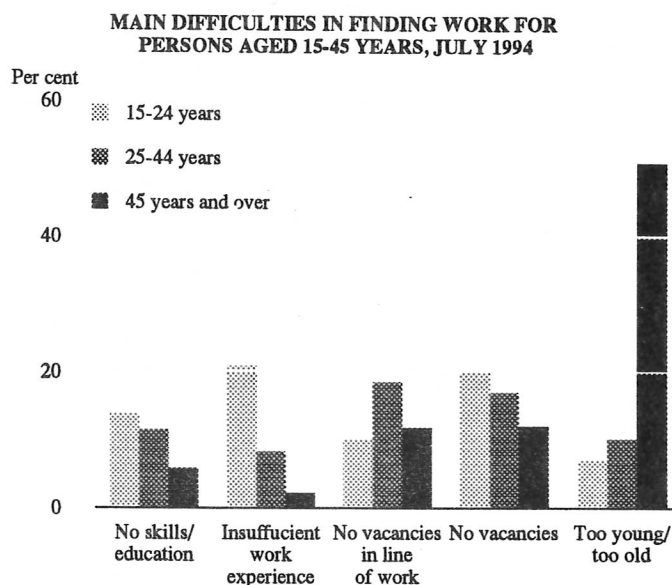
For further information, order the publication *Labour Force Status and Other Characteristics of Families, Australia* (6224.0), or contact Labour Force Enquiries on (06) 252 6525.



## 'No vacancies' and 'age' the main difficulties in finding work

More than half of unemployed people aged 45 and over reported 'considered too young or too old by employers' as their main difficulty in finding work, in a survey conducted in July 1994.

Some 134,100 (17%) of all unemployed persons reported age-related reasons as their main difficulty. A further 17 per cent unemployed (132,100) said their main difficulty was 'no vacancies at all' and 109,000 people (14%) reported 'no vacancies in line of work'.



The percentage reporting 'no vacancies at all' is similar to the percentage reported in comparable surveys conducted in the late eighties and in July 1990. During the higher levels of unemployment experienced between 1991 and 1993, this main difficulty was given by up to 33 per cent of unemployed people.

**MAIN DIFFICULTIES IN FINDING WORK**  
**Per cent**

	<i>June 1986</i>	<i>July 1988</i>	<i>July 1990</i>	<i>June 1991</i>	<i>July 1992</i>	<i>July 1993</i>	<i>July 1994</i>
Considered too young or too old by employers	16.3	16.5	15.3	11.7	13.8	16.9	17.3
No vacancies at all	19.0	16.1	16.7	33.4	31.9	24.8	17.1
No vacancies in line of work	16.0	12.0	14.5	18.4	17.1	16.4	14.1
Insufficient work experience	10.1	10.9	9.3	7.9	8.0	9.5	11.7
Lacked necessary skills or education	10.0	12.0	13.4	8.9	9.5	10.0	11.3

Some 22 per cent of unemployed people born outside Australia said that 'language difficulties' were a factor in not finding work and 13 per cent gave this as their main difficulty.

**Other findings include:**

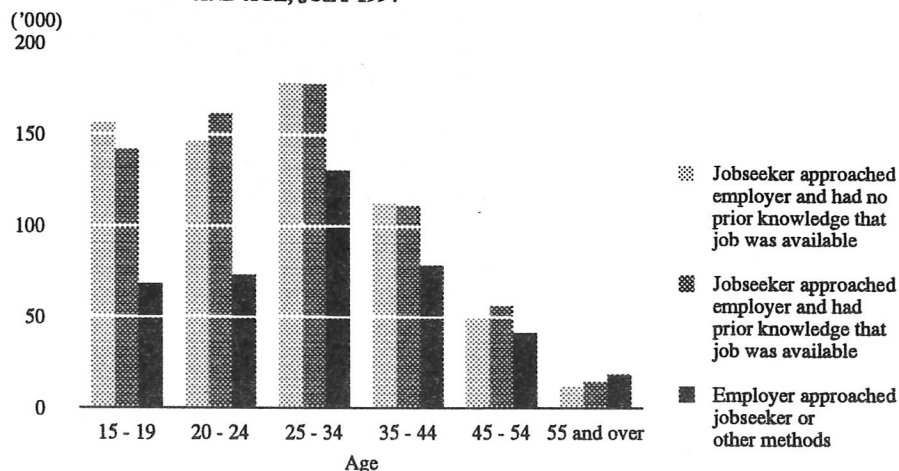
- There were 282,800 people (37% of total unemployed) who had been unemployed for one year or more. For this group, the most frequently reported main difficulties in finding work were 'considered too young or too old by employers' (25%) and 'no vacancies at all' (19%);
- Thirty-eight per cent of unemployed people would move within their State or Territory if they were offered a suitable job, and 24 per cent were prepared to move interstate; and
- Unemployed people without post-school qualifications had been unemployed, on average, for nine weeks more than those with post-school qualifications (67 weeks compared to 58 weeks).

For further information, order the publication *Job Search Experience of Unemployed Persons, Australia* (6222.0), or contact Labour Force Enquiries (06) 252 6525.

## Rise in number of job starters

More than 1.7 million people started a job for wages or salary in the 12 months to July 1994. Compared with July 1992, when the previous survey was conducted, 19 per cent more people started a job in the year ended July 1994, but this was still not as high as the estimate of almost 1.9 million people who started a job in the year ended July 1990.

**PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: METHOD OF JOB ATTAINMENT AND AGE, JULY 1994**



These results came from the survey Successful and Unsuccessful Job Search Experience, conducted by the Australian Bureau of Statistics in July 1994. The survey also shows that in the 12 months to July, 601,800 persons changed employers compared with 423,800 in 1992 and 811,300 in 1990.

Some 1,129,600 persons, or 65 per cent, started a job in the period, having previously been out of work. Another 855,400 jobseekers were unable to find a job, 12 per cent less than the July 1992 estimate of 970,800 persons but higher than the number of unsuccessful jobseekers reported in July 1990, of 515,600 persons.

**JOB SEARCH EXPERIENCE**  
( '000)

	Year ended July		
	1990	1992	1994
Started a job	1,880.3	1,453.0	1,731.5
Out of work beforehand	1,069.0	1,029.2	1,129.6
Changed employer	811.3	423.8	601.8
Looked for but had not started a job	515.6	970.8	855.4

The survey also show that of the 1,731,500 successful jobseekers in the year ended July 1994:

- 38 per cent obtained their job by approaching the employer without knowledge that the job was available;
- 38 per cent approached the employer to obtain a job they knew was available;
- 24 per cent gained work from other methods such as the employer approached the jobseeker.

Overall, 67 per cent of persons who started a job stated that the job was in their preferred occupation. Persons who changed employment were far more likely to remain in their preferred occupation (79%) than those who were out of work before starting a job (61%).

For further information, order the publication *Successful and Unsuccessful Job Search Experience, Australia* (6245.0), or contact Labour Force Enquiries on Canberra (06) 252 6525.

## Weekly earnings of employees

### Comparisons of 1988 with 1994 for full-time workers

In the twelve months to August 1994, the mean weekly earnings for full-time workers (those employees working 35 hours or more per week in all jobs) increased by 3.9 per cent to \$612.

Mean weekly earnings for female full-time workers have increased at an average rate of 5.6 per cent per annum, from \$379 in August 1988 to \$527 in August 1994. For male full-time workers mean weekly earnings have increased at an average rate of 5.5 per cent per annum, from \$477 to \$656 in that six year period.

### Rises since 1988 for part-time workers

The mean weekly earnings (in all jobs) for females part-time workers rose from \$185 in August 1988 to \$239 in August 1994, an average increase over this period of 4.4 per cent per annum. The average increase for the corresponding group of male part-time workers was 3.3 per cent per annum (\$167 in 1988 to \$203 in August 1994).

### Full-time employees in main job

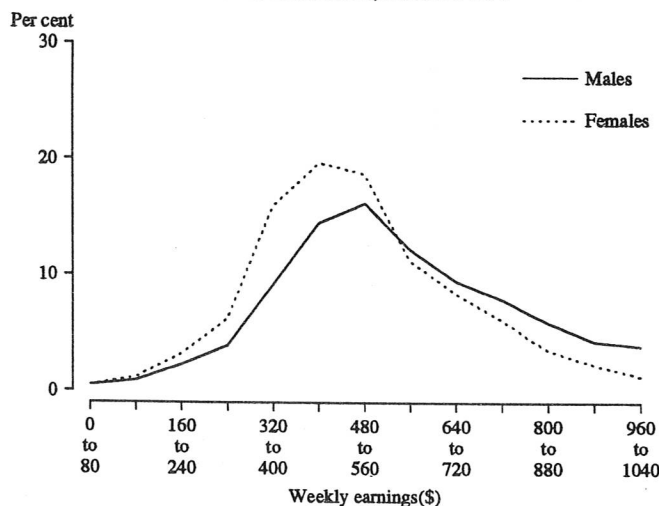
Some 75 per cent (4,872,700) of all employees were full-time employees in their main job. For males, the proportion was 88 per cent and for females it was 58 per cent. The distribution of earnings for male full-time employees shows a higher median than for females (\$576 compared with \$493) and shows males having higher proportions in all earnings ranges above \$560 per week.

The top twenty per cent of male full-time employees earned \$837 or more per week, compared with \$671 or more for the top twenty per cent of females. Earnings of the lowest twenty per cent of full-time employees was \$418 or less for males and \$371 or less for females.

### Part-time employees in main job

Median weekly earnings of male part-time employees in their main job was \$161. The top twenty per cent of part-time employees earned \$353 per week or more and the twenty per cent with the lowest weekly earnings were paid less than \$66 per week.

DISTRIBUTION OF WEEKLY EARNINGS OF FULL-TIME  
EMPLOYEES IN MAIN JOB, AUGUST 1994

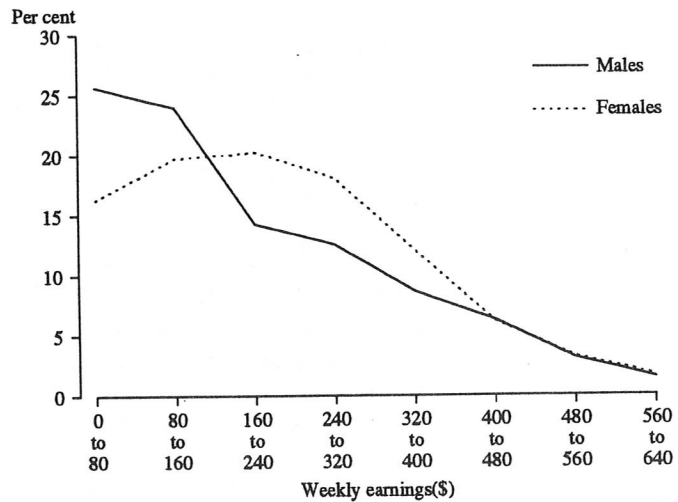


### Part-time employees in main job

Median weekly earnings of male part-time employees in their main job was \$161. The top twenty per cent of part-time employees earned \$353 per week or more and the twenty per cent with the lowest weekly earnings were paid less than \$66 per week.

For female employees working part time, median weekly earnings were \$215. The top twenty per cent earned \$350 per week or more and twenty per cent earned less than \$94 per week.

DISTRIBUTION OF WEEKLY EARNINGS OF PART-TIME  
EMPLOYEES IN MAIN JOB, AUGUST 1994



For further information, order the December 1994 edition of the *Labour Force, Australia* (6203.0) or the Standard Data Service, *Weekly Earnings of Employees, (Distribution), Australia* (6310.0.40.001) or contact Labour Force Enquiries (06) 252 6525.



## Employee superannuation edges closer to full coverage

In August 1994, 97 per cent of Australia's 4,872,400 full-time employees received one or more of the 'standard' employment benefits of superannuation, sick leave, holiday leave or long service leave in their main job. Of the 1,476,100 part-time employees, 72 per cent received one or more 'standard' employment benefits.

### EMPLOYEES RECEIVING STANDARD BENEFITS, AUGUST 1994 Per cent

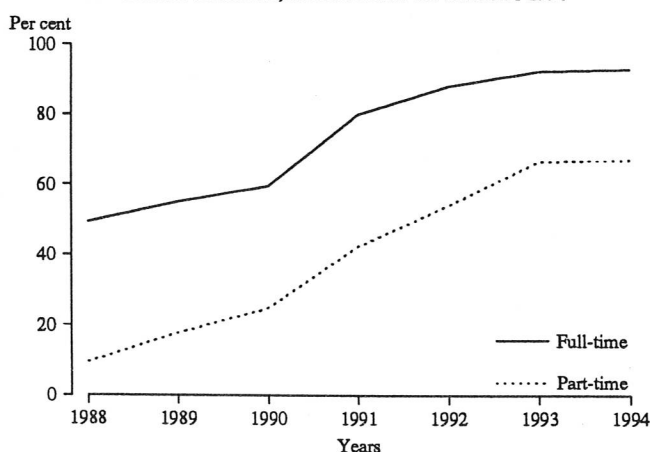
	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>All employees</i>
No benefits	2.2	21.7	6.8
One or more benefits	97.8	78.3	93.2
Superannuation	93.1	67.4	87.1
Holiday leave	89.6	34.0	76.6
Sick leave	89.4	34.4	76.6
Long-service leave	77.3	28.1	65.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: Statistics on employees above exclude school students who are also employed.

In August 1994, 87 per cent (5,531,500) of all employees were covered by a superannuation scheme. This proportion, which includes employees covered by schemes other than those arranged or provided by employers, has more than doubled in the last six years. In the past twelve months however, the increase has been less than 1 per cent.

Some 93 per cent of full-time employees received superannuation coverage as an employment benefit in their main job. This proportion has increased from 49 per cent over the past six years.

### EMPLOYEES RECEIVING SUPERANNUATION AS AN EMPLOYMENT BENEFIT, AUGUST 1988 TO AUGUST 1994



The proportion of part-time employees who received superannuation coverage as an employment benefit has increased to 67 per cent in August 1994, rising from less than 10 per cent six years earlier.

More detailed information about superannuation is available for November 1993 which shows that 2,842,300 persons, or 50 per cent of employees, had their employer paying all their superannuation contributions.

For those 2,807,700 employees who contributed personally to a superannuation scheme, 70 per cent were covered by a scheme provided by their current employer. A further 27 per cent contributed to a privately arranged superannuation scheme.

Of those employees who contributed personally to a superannuation scheme:

- 55 per cent contributed less than 5 per cent of their earnings;
- 35 per cent contributed between 5 and less than 10 per cent of their earnings;
- 7 per cent contributed 10 per cent or more of their earnings; and
- 2 per cent did not know the level of their own contributions.

Superannuation was expected to be the main source of income after ceasing full-time work for 42 per cent of the 888,400 employees aged 45 to 74 who made personal contributions to a superannuation scheme. A further 21 per cent expected a government pension to be their main source of income and 13 per cent did not know what they expected to be their main source of income after ceasing full-time work.

Superannuation was less likely to be the expected main source of income for lower income earners. Some 12 per cent of employees earning less than \$200 per week expected superannuation to be their main income compared with 30 per cent of employees earning between \$200 and less than \$600 per week and 54 per cent of employees earning \$600 or more per week.

For further information about Employment Benefits, order the January 1995 edition of the *Labour Force, Australia* (6203.0) or the Standard Data Service, *Employment Benefits, Australia* (6334.0.40.001) or contact Labour Force Enquiries (06) 252 6525.

For further information about Superannuation, order the publication *Superannuation, Australia* (6319.0), or contact Labour Force Enquiries (06) 252 6525.

## Trade union membership continues to decline

### Union coverage

In August 1994, 35 per cent of Australia's 6,525,800 employees aged 15 and over were trade union members (in connection with their main job).

The number of full-time employees who reported that they were members of a trade union fell from 2,113,700 in August 1992 to 1,904,700 in August 1994, and the corresponding proportion who were trade union members fell more than five percentage points to 39 per cent.

For part-time employees, the number of members decreased from 395,100 in August 1992 to 378,700 in August 1994. The proportion of part-time employees who were members has fallen from 25 per cent to 23 per cent in the two years to August 1994.

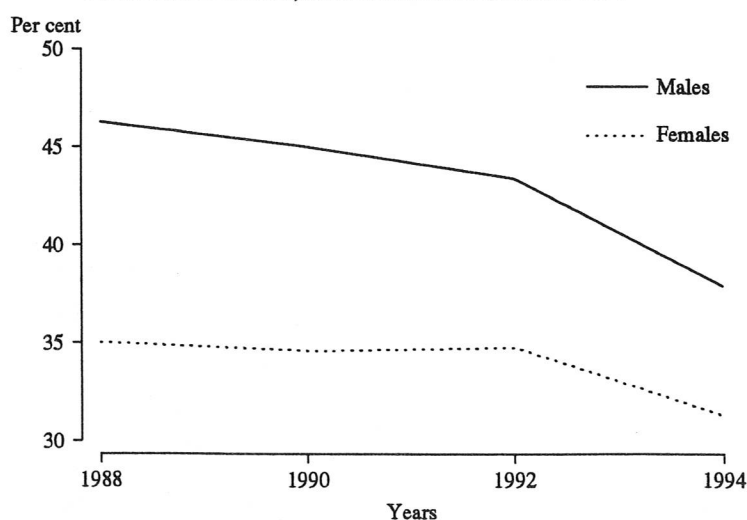
### Declining memberships 1988 – 1994

Between August 1988 and August 1994 trade union membership has declined by nearly seven percentage points to 35 per cent of all employees. The rate of decline was consistent between the 1988 and 1992 surveys, with the membership rate falling one percentage point at each survey. However, the 1994 survey shows a five percentage point fall in the membership rate since the 1992 survey.

A comparison of results from the August 1988 and August 1994 survey shows that —

- Employees in the public sector had a membership rate of 62 per cent in 1994 compared with 68 per cent in 1988. For private sector employees the rate has fallen by six percentage points to 26 per cent in 1994.
- The membership rate for male employees has declined from 46 per cent in 1988 to 38 per cent in 1994. For female employees the corresponding rates were 35 per cent and 31 per cent.

PROPORTION OF ALL EMPLOYEES WHO WERE MEMBERS  
OF A TRADE UNION, AUGUST 1988 TO AUGUST 1994



For further information, order the December 1994 edition of the *Labour Force, Australia* (6203.0) or the Standard Data Service, *Trade Union Members, Australia* (6325.0.40.001) or contact Labour Force Enquiries (06) 252 6525.

## More people with second jobs

### Comparison over time 1981 to 1994

The proportion of employed persons who were multiple jobholders was 5.1 per cent in August 1994. After a slight fall from 2.9 per cent in August 1981 to 2.8 per cent in August 1983, this ratio has been rising steadily. As a proportion of the labour force, the number of multiple jobholders fell slightly from 2.7 per cent in August 1981 to 2.6 per cent in August 1983 and was 4.7 per cent in August 1994.

The proportion of multiple jobholders who were female generally increased over the period 1981 to 1994. In August 1981, 34 per cent of multiple jobholders were female, rising to 51 per cent in July 1991 before falling slightly to 50 per cent in August 1994. Although this overall increase reflects the growth in female employment to some extent, the number of female multiple jobholders has more than doubled between August 1981 and August 1994, while in comparison, the number of employed females has increased 43 per cent over the same period.

As a proportion of all employed females, the number of female multiple jobholders has increased from 2.7 per cent in August 1981 to 6.1 per cent in August 1994. In comparison, the proportion of employed males who were multiple jobholders increased by a smaller amount over the same period from 3.0 per cent in August 1981 to 4.4 per cent in August 1994.

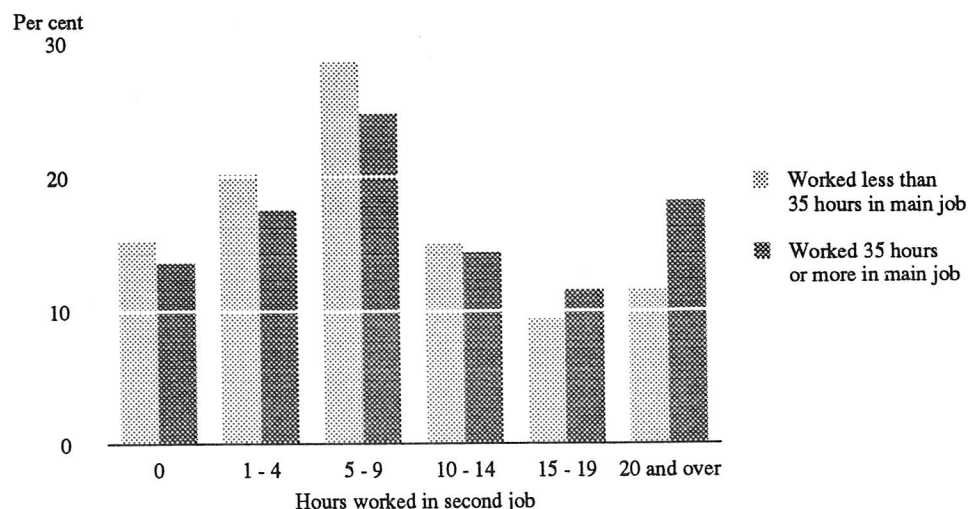
### Hours worked in main and second job

In August 1994, almost three-quarters (73%) of female multiple jobholders worked less than 35 hours in their main job during the reference week. In contrast, 36 per cent of male multiple jobholders worked less than 35 hours, while 18 per cent worked more than 48 hours in their main job.

Some two-thirds (66%) of female multiple jobholders worked less than 10 hours in their second job during the reference week, compared with 55 per cent of male multiple jobholders.

Of all multiple jobholders who worked 35 hours or more in their main job, 56 per cent worked less than 10 hours in their second job while 18 per cent worked 20 hours or more in their second job. Some 88 per cent of multiple jobholders who worked less than 15 hours in their main job during the reference week also worked less than 15 hours in their second job.

**MULTIPLE JOBHOLDERS: HOURS WORKED IN MAIN AND SECOND JOB, AUGUST 1994**



For further information, order the February 1995 edition of the *Labour Force, Australia* (6203.0) or the Standard Data Service, *Multiple Jobholding, Australia* (6216.0.40.001) or contact Labour Force Enquiries (06) 252 6525.

## State labour market trends

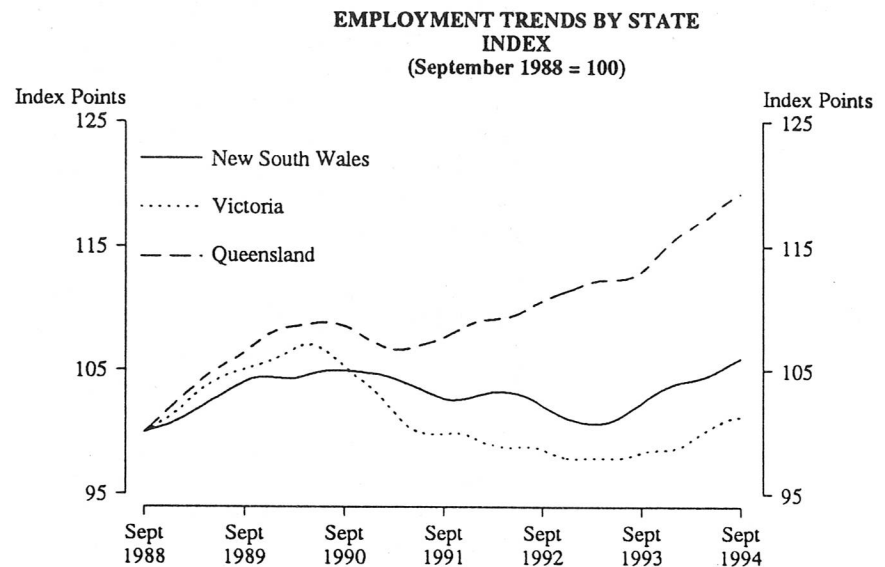
This article summarizes recent trends in the labour markets in the States, Territories and Australia up to September 1994. The employment and unemployment graphs in the article show changes using an index with September 1988 as the base point. This enables rates of growth or decline to be compared across States.

### Employment

Trend estimates of employment for Australia increased by 3.6 per cent to reach 7,984,00 in the twelve months to September 1994. Employment has been increasing generally since January 1993 when the trend level stood at 7,617,800. Employment growth has averaged 3.0 per cent per annum since that low point.

Before the current period of employment growth, employment had been generally rising up to June 1990 (7,894,100), but then declined by 3.0 per cent to 7,659,700 in June 1991. Employment then remained relatively steady until late 1992 before falling slowly to 7,617,800 in January 1993, 3.5 per cent lower than the June 1990 estimate.

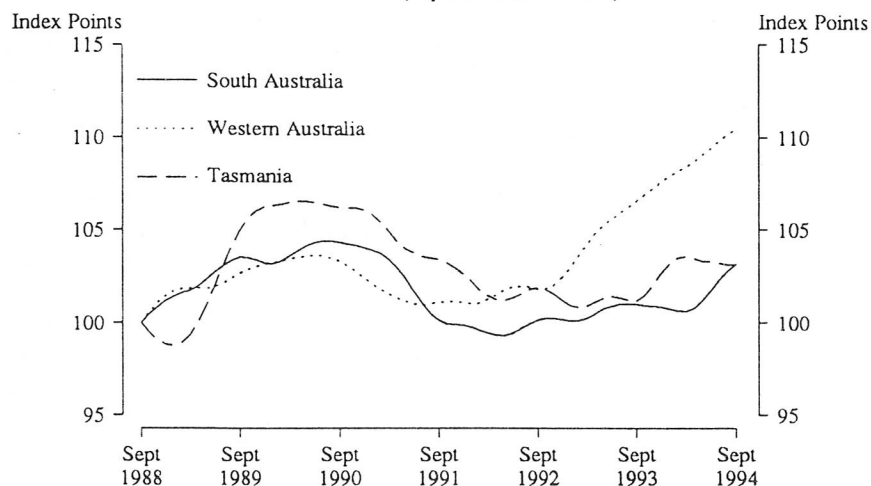
The length and extent of the decline in employment varies from State to State. The greatest fall occurred in Victoria, where employment fell by 8.5 per cent from 2,105,200 in May 1990 to a low of 1,925,300 in January 1993. During this period, employment declined sharply between May 1990 and early 1991, then fell at a slower rate up to January 1993.



In New South Wales and South Australia, employment also fell by 4 per cent or more. New South Wales experienced two periods of declining employment from August 1990. Overall, employment fell by 4.0 per cent from the peak of 2,642,900 in August 1990 to 2,536,600 in March 1993. In South Australia, employment fell by 4.9 per cent from 657,700 in July 1990 to 625,700 in April 1992.

Compared with the falls in employment in Victoria, New South Wales and South Australia, the falls in employment in Queensland and Western Australia were smaller and occurred over shorter time periods. In Queensland, employment fell by 2.0 per cent over eight months to a low point of 1,294,100 in April 1991. Western Australia experienced a fall of 2.5 per cent in employment from the peak of 749,200 in June 1990, to reach 730,100 in July 1991.

**EMPLOYMENT TRENDS BY STATE**  
**INDEX**  
 (September 1988 = 100)



Queensland and Western Australia were the first States to experience a return to employment growth. In Queensland, the previous (July 1990) high of 1,321,000 employed persons was surpassed in January 1992. For Western Australia, employment now stands at 798,500, 6.6 per cent above the June 1990 peak.

In New South Wales, Victoria and South Australia, the return to employment growth has occurred more recently. Employment has now been increasing steadily in New South Wales since March 1993, to reach an all-time high of 2,669,200 persons in September 1994, an increase of 3.5 per cent in the past twelve months. In Victoria, employment has increased slowly since May 1993, at a rate of 3.0 per cent in the year to September 1994, to reach its present level of 1,991,900 persons. This is still 5.4 per cent below the peak experienced over four years earlier in May 1990.

In South Australia, employment is now increasing slowly, and currently stands at 650,000 persons, a 2.1 per cent increase over the previous high experienced thirteen months before. The cyclic low point of 625,700 persons was reached in April 1992, 4.9 per cent below the July 1990 peak.

The employment trend in Tasmania has been more irregular than those of the other States in the last ten years. However, between October 1989 and April 1990 employment generally increased to reach 201,400 persons. The trend in the number of persons employed then declined gradually until mid-1992, followed by a period of fluctuation to reach the low point of 190,500 in February 1993. Employment then rose again to reach 195,700 persons in March 1994, before declining to the September 1994 level of 194,800 persons.

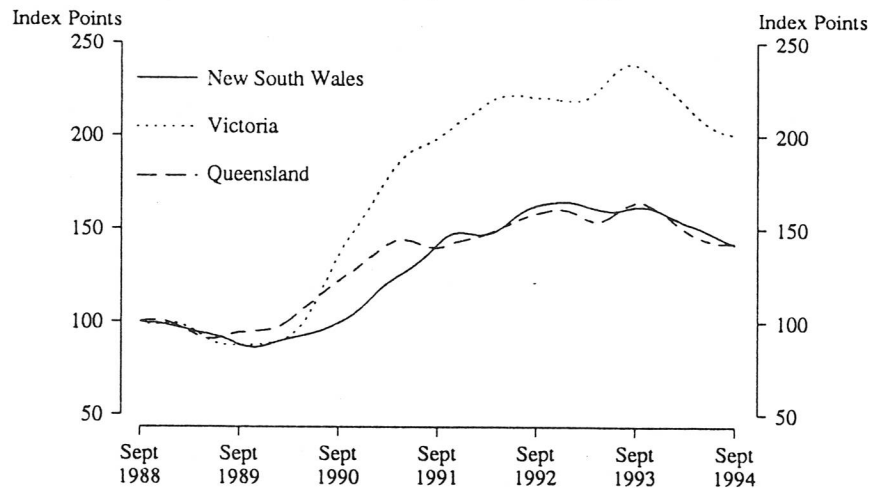
Employment in the Australian Capital Territory peaked later than in the States, reaching 145,900 in February 1991. After declining to 142,400 in April 1992, relatively steady growth was experienced until December 1993 (153,200). Employment changed little for the next six months, but has risen recently to stand at 155,200 in September 1994. The Northern Territory has historically experienced an erratic level of employment, which was again observed during the 10 years since September 1984.

#### **Unemployment**

Trend estimates of unemployment in Australia rose rapidly from 492,000 in October 1989, reaching a peak of 950,100 in September 1993. After remaining above 900,000 for two years, unemployment declined markedly to 830,700 in September 1994, 12.6 per cent below the level experienced twelve months earlier.

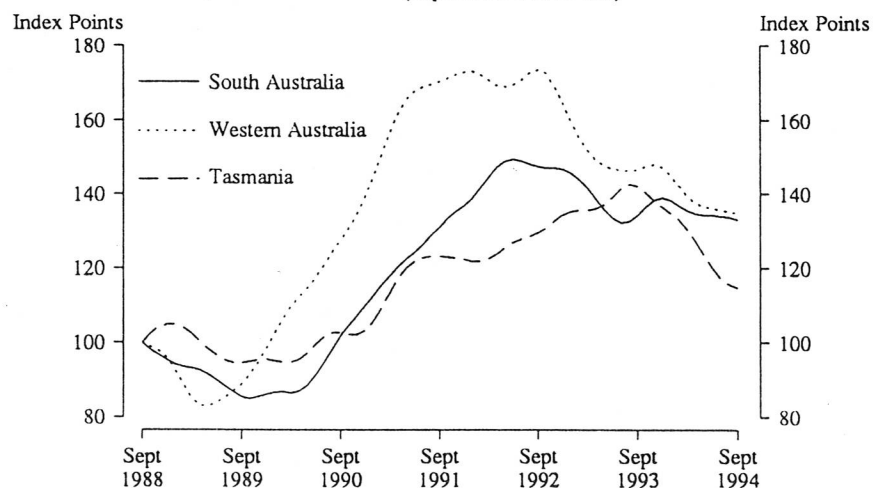
All the States experienced similar marked increases in unemployment between May 1989 and May 1990. In Victoria, unemployment climbed to 276,400 persons in August 1993, the sharpest increase of all the States. It has since fallen 15.9 per cent and stood at 232,500 persons in September 1994. Unemployment in New South Wales peaked at 315,800 persons in December 1992 and remained above 300,000 until February 1994. In September 1994 the level was 271,200.

UNEMPLOYMENT TRENDS BY STATE  
INDEX  
(September 1988 = 100)



Unemployment in Queensland reached 167,000 persons in September 1993 and has since fallen by 13.4 per cent to 144,600 twelve months later. In South Australia, unemployment peaked at 85,200 persons in June 1992, before a gradual decline to the current level of 75,700 persons unemployed. Unemployment in Western Australia has followed a similar trend, steadily decreasing from 91,500 persons in September 1992 to the current level of 71,100. Unemployment in Tasmania also increased, but not as sharply as the other States.

UNEMPLOYMENT TRENDS BY STATE  
INDEX  
(September 1988 = 100)



The Northern Territory and the Australian Capital Territory have historically experienced continued erratic patterns of unemployment. However, unemployment levels in both Territories have remained relatively steady in recent months.

For further information about the data available from the Labour Force Survey conducted by the Australian Bureau of Statistics, contact Labour Force Enquiries on (06) 252 6525 or any ABS office.



## Drop in number of discouraged jobseekers

The estimate of discouraged jobseekers at September 1994 was 106,500, a decrease of 40,900 persons from September 1993 and the lowest level recorded since September 1990 (see page 44 for definition of 'discouraged jobseekers').

The proportion of discouraged jobseekers as a component of all persons not in the labour force has decreased to 3 per cent, after remaining steady at 4 per cent since September 1991.

Some 70 per cent of discouraged jobseekers were females. Of the 74,800 females who were discouraged jobseekers —

- 9 per cent were aged 15 to 24 years;
- 62 per cent were aged 25 to 54 years;
- 29 per cent were aged 55 to 69 years.

By comparison, of the 31,700 males who were discouraged jobseekers —

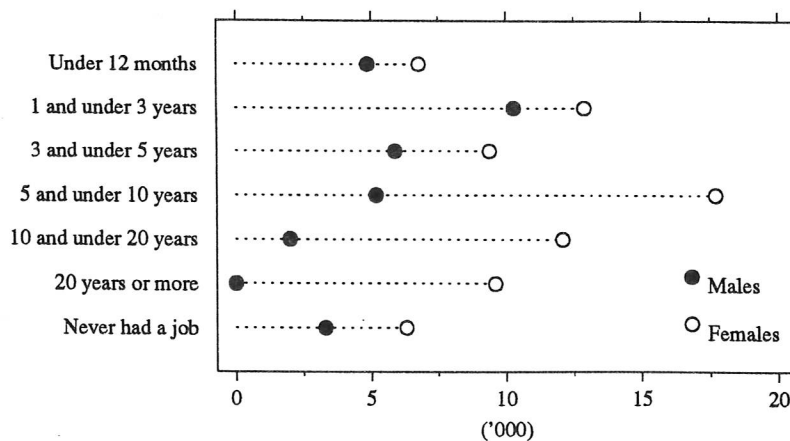
- 15 per cent were aged 15 to 24 years;
- 12 per cent were aged 25 to 54 years;
- 73 per cent were aged 55 to 69 years.

The ratio of male discouraged jobseekers to total male unemployment has ranged between 6.5 per cent (in 1994) to 7.1 per cent (in 1993) in the past five years. For females the ratio was steady at 29 or 30 per cent between 1990 and 1993, but dropped to 22 per cent in 1994.

Some 44 per cent of male discouraged jobseekers had looked for work in the past twelve months (but not in the past month), and 56 per cent intended to look for work in the next twelve months.

For female discouraged jobseekers, 28 per cent had looked for work in the previous twelve months, and 57 per cent intended to look for work in the next twelve months.

PERSONS NOT IN THE LABOUR FORCE WHO WERE DISCOURAGED  
JOBSEEKERS: TIME SINCE LAST JOB, SEPTEMBER 1994



For further information, order the February 1995 edition of the *Labour Force, Australia* (6203.0), or the Standard Data Service, *Persons Not in the Labour Force, Australia* (6220.0.40.001), or contact Labour Force Enquiries (06) 252 6525.



## More people leave the labour force

The dynamics of the labour force are such that there is continuous movement of people in and out of the labour force. In net terms, the trend in labour force growth resulted in a increase of 150,000 persons (1.7%) in the twelve months to September 1994.

However at September 1994, the ranks of persons not in the labour force included 686,500 people aged between 15 and 69 years who had left the labour force in the previous twelve months. These persons comprised 19 per cent of those not in the labour force in this age group in September 1994.

The last time this feature was measured was in April 1991, when some 563,100 persons were estimated to have left the labour force in the previous twelve months. These people represented 16 per cent of all persons not in the labour force.

### Age

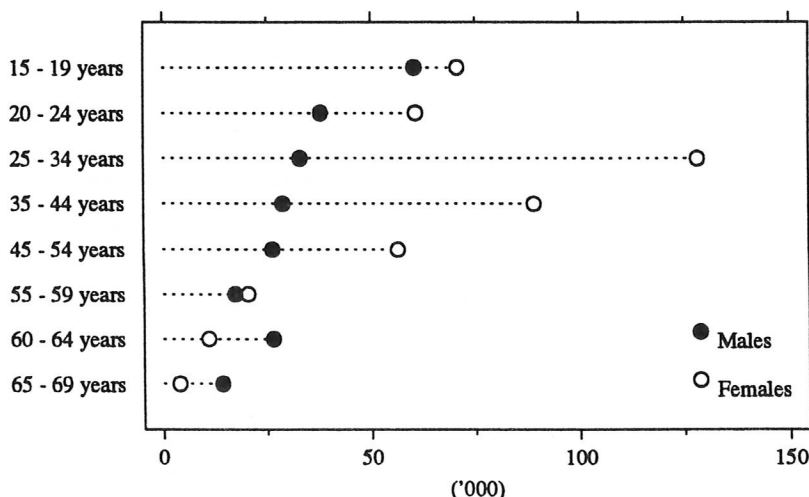
Of the 245,300 males who had left the labour force in the year to September 1994 —

- 40 per cent were aged 15 to 24 years;
- 25 per cent were aged 25 to 44 years; and
- 34 per cent were aged 45 to 69 years.

In contrast, of the 441,200 females in this group —

- 30 per cent were aged 15 to 24 years;
- 49 per cent were aged 25 to 44 years; and
- 21 per cent were aged 45 to 69 years.

**PERSONS AGED 15 TO 69 YEARS WHO HAVE LEFT THE LABOUR FORCE IN THE PREVIOUS TWELVE MONTHS, SEPTEMBER 1994**



### Last labour force activity was working

Of the 686,500 persons who had left the labour force, 347,700 (51%) persons reported their last labour force activity was working. Of the 123,300 males in this group, just under three-quarters intended to return or might return to the labour force. By comparison, of the 224,400 females in this group, 79 per cent intended to return or might return to the labour force.

Of those persons whose last labour force activity was working, 114,100 (33%) had lost their job and 223,600 (67%) had left their job voluntarily.

#### Last labour force activity was looking for work

Of the 686,500 persons who had left the labour force, 338,800 (49%) persons reported their last labour force activity was looking for work, an increase from 40 per cent in April 1991. In contrast, 9 per cent of the labour force comprises persons 'looking for work'. Of the 122,000 males who had left the labour force, 91 per cent intended to or might return to the labour force. By comparison, of the 216,800 females in this group, 95 per cent intended to or might return to the labour force.

#### Reason not looking for work

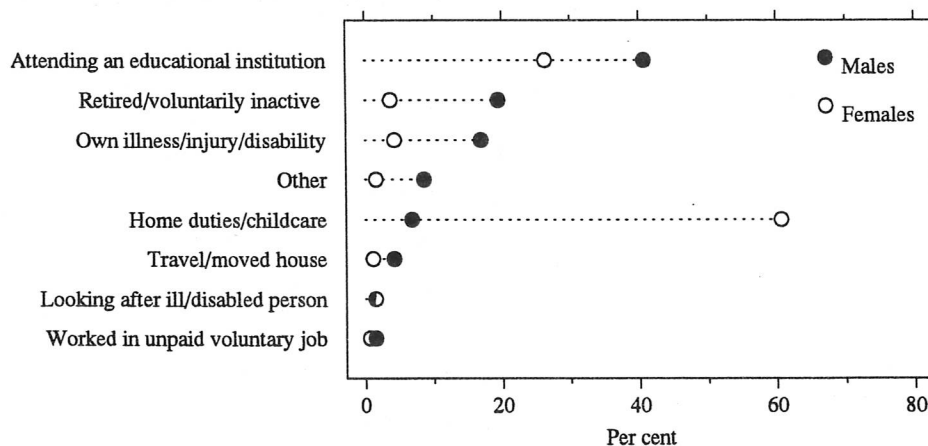
Of the 338,800 persons whose last labour force activity was looking for work, over half (182,000) wanted to work and were available for work within four weeks. A further 28 per cent (95,500) did not want to work or were not available for work within four weeks and 18 per cent (61,400) were actively looking for work but were not available in the reference week.

Of those who wanted to work and were available, 85,200 (47%) reported 'personal reasons' for ceasing their search for work. A further 42,200 (23%) stated 'family reasons' and 34,000 (19%) had become discouraged.

#### Main activity since leaving the labour force

For males, the most commonly reported main activities since leaving the labour force were 'attending an educational institution' (41%), 'retired or voluntarily inactive' (19%) and 'own illness or injury' (17%). By comparison, the most commonly reported main activities of females were 'home duties, childcare' (61%) and 'attending an educational institution' (26%).

PERSONS WHO HAVE LEFT THE LABOUR FORCE IN THE PREVIOUS TWELVE MONTHS: MAIN ACTIVITY SINCE LEAVING THE LABOUR FORCE SEPTEMBER 1994



For further information, order the March 1995 edition of the *Labour Force, Australia* (6203.0) or the Standard Data Service, *Person Who Have Left the Labour Force, Australia* (6267.0.40.001) or contact Labour Force Enquiries (06) 252 6525.

## Underemployed workers

The concept of underemployment embraces two principal forms —

- visible underemployment, involving an insufficient volume of work; and
- invisible underemployment characterised by low income, underutilisation of skill, low productivity and other factors.

The ABS survey of underemployment collects information on visible underemployment among those persons who worked part-time hours in the reference week. The scope of the survey included those part-time workers who would prefer to work more hours and full-time workers who worked part-time hours in the reference week for economic reasons.

### Overview

In September 1994 there were 8,087,400 employed persons aged 15 years and over, of whom 7,586,200 (94%) were satisfied with the hours they worked - i.e. were fully employed.

Of the 501,200 employed persons who would prefer to work more hours, 460,500 (92%) were usually part-time workers, and 40,700 were full-time workers who worked less than 35 hours in the reference week for economic reasons (e.g. on short-time, had insufficient work, etc).

Employed persons who want to work more hours may be grouped with unemployed persons to represent all persons not fully employed. In September 1994 unemployed persons numbered 830,800 persons (9.3 per cent of the labour force) and employed persons who wanted to work more hours represented 5.6 per cent of the labour force.

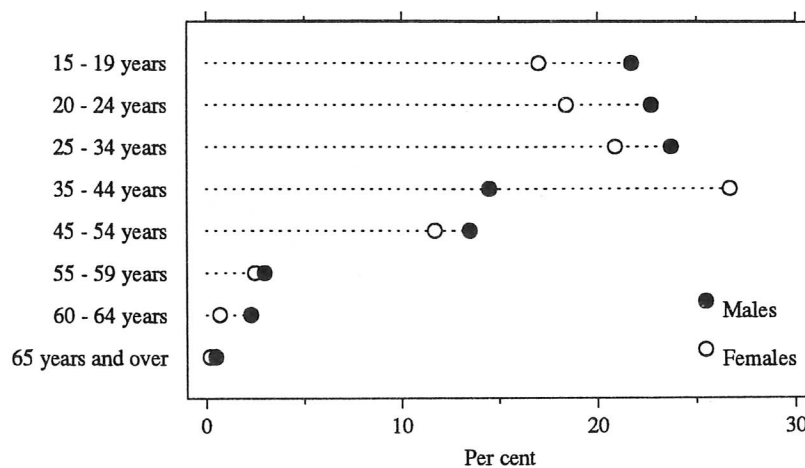
These groups are not strictly comparable, however, because more stringent criteria (active job search and availability) are applied to classify persons as unemployed. When similar criteria are applied to those persons usually working part time who would prefer to work more hours, their numbers reduce from 460,500 persons to 233,800 or 2.6 per cent of the labour force.

### Job search and availability

Of the 460,500 part-time workers who would prefer to work more hours, 92 per cent had either been looking for work with more hours or were available to start such work within four weeks. Of this group of 422,300 persons:

- 275,600 (65%) persons had been looking for work with more hours and were available to start such work within four weeks (of this group, 233,800, or 85 per cent, were available to start such work in the survey reference week);
- 142,200 (34%) had not been looking for work with more hours but were available to start such work within four weeks. Of these, an estimated 106,100 or 75 per cent, were available to start such work in the survey reference week; and
- 4,400 (1%) were looking for work with more hours but were not available to start such work within four weeks.

**PROPORTION OF EMPLOYED PERSONS WHO WOULD PREFER  
TO WORK MORE HOURS AND AGE, SEPTEMBER 1994**



**Extra hours on offer**

The sum of the preferred number of extra hours reported for the 386,100 part-time workers who had either been looking for work with more hours or were available to start such work in the reference week was 6,852,100 hours per week. In total, males would have preferred to work an extra 3,132,400 hours per week and females an extra 3,719,600 per week. On average, males in this group would have preferred to work an extra 17.5 hours per week, and for females the estimate was 13.2 hours.

For further information, order the February 1995 edition of the *Labour Force, Australia* (6203.0) or the Standard Data Service, *Underemployed Workers, Australia* (6265.0.40.001) or contact Labour Force Enquiries (06) 252 6525.

## The Australian labour market, 1994: Overview

The recovery in the Australian labour market continued during 1994. Increases in trend employment levels and decreases in both trend unemployment levels and rates continued throughout the year. A small rise in participation rates was also noted. Most States reflected these national trends.

### Australia: Employment

In the twelve months to December 1994, full-time employment rose by 160,600 persons in trend terms, or by 2.7 per cent for the year. The numbers of females in full-time employment increased by 65,300 persons, or 3.4 per cent for the year. This compared to an increase of 2.4 per cent in the number of males employed full time during the same period.

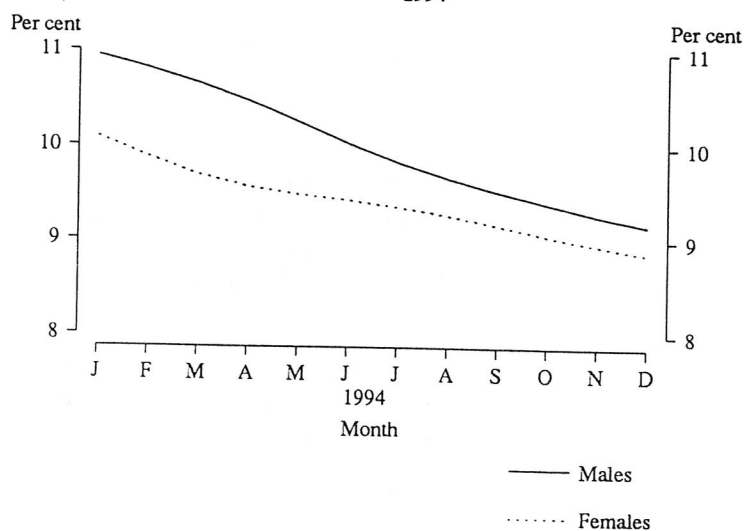
In trend terms, there was significant growth (10.2%) in the number of males in part-time employment. Part-time employment for females rose by 61,100 persons, representing an increase of 4.4 per cent for the year. Overall, there was an increase of 108,600 (5.8%) persons in part-time employment in 1994.

### Unemployment

The trend unemployment rate decreased from 10.7 per cent in December 1993 to 9.0 per cent in December 1994. The male unemployment rate dropped 1.9 percentage points in the year, to a rate of 9.2 per cent in December. The female unemployment rate also decreased throughout the year, from 10.3 per cent in December to the current rate of 8.9 per cent.

In trend terms, there was a fall of 135,900 persons looking for full-time work in 1994, representing an overall decrease of 17.4 per cent for the year. In December 1994, some 415,800 (64.6%) of these unemployed persons were males, compared with 227,800 unemployed females looking for full-time work.

UNEMPLOYMENT RATES: TREND  
1994



### Participation Rates

Male trend participation rates fell slightly during the beginning of the year, from 73.8 per cent in December 1993 to 73.5 per cent from April to June 1994. Since July, the participation rate has remained steady at 73.6 per cent, apart from a rise to 73.7 per cent in November 1994.

There was greater fluctuation in female trend participation rates, which varied between 52.3 to 52.5 per cent in the first half of 1994. From July to December, there was an increase of 0.4 percentage points, with the present participation rate standing at 53.0 per cent.

### States and Territories Employment levels

Trend employment levels increased during the year in all States and Territories. Of the States, Queensland and Western Australia experienced the greatest rates of increase in employment levels, 5.2 per cent and 4.4 per cent, respectively.

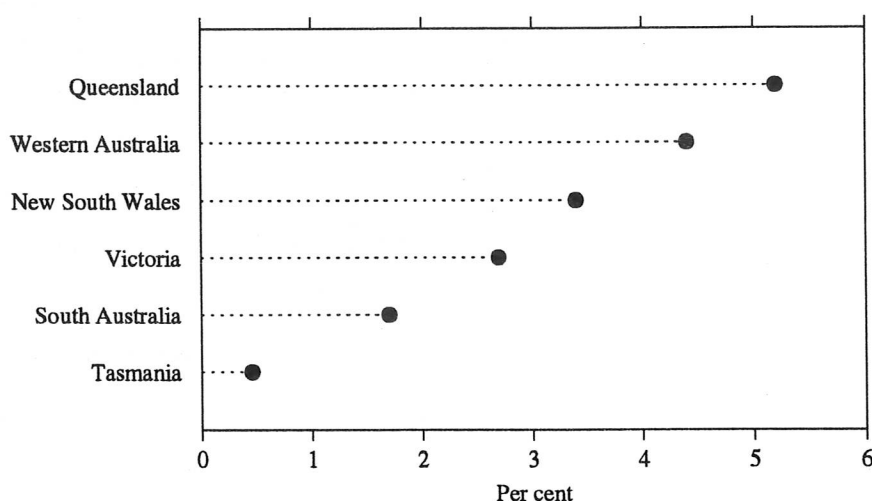
New South Wales and Victoria both experienced growths of 3.4 per cent and 2.7 per cent respectively in trend employment levels, with 2,697,400 persons employed in New South Wales and 1,991,400 persons in Victoria in December 1994.

The Northern Territory and Australian Capital Territory again experienced fluctuating levels of employment, with both Territories showing overall increases in employment levels for the year, of 13 and 1.2 per cent respectively.

Unemployment levels, in trend terms, fell continually through 1994 in all States except Tasmania which reached its low point for the year in August (23,200 persons).

Victoria had the most dramatic overall decrease in trend unemployment levels in 1994, 18 per cent, followed by New South Wales, 16 per cent.

ANNUAL EMPLOYMENT CHANGE BY STATE: TREND  
1994



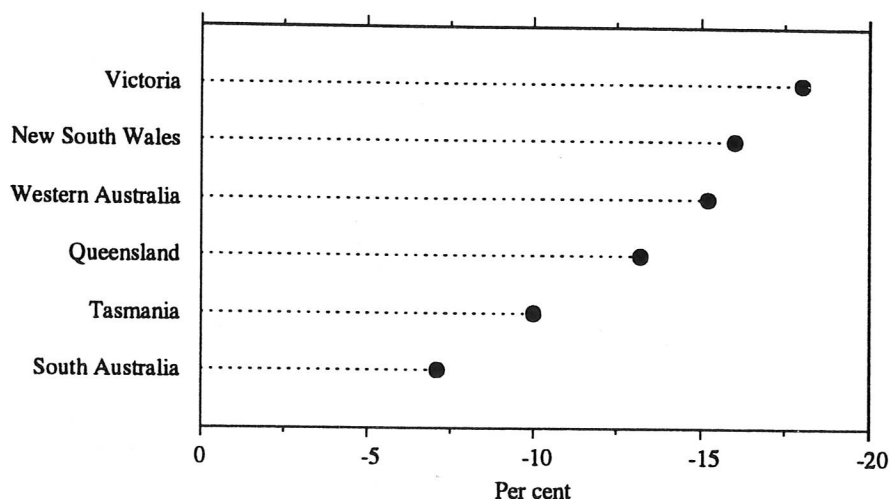
### Unemployment levels

Unemployment levels in these States presently stand at 219,000 persons in Victoria and 258,100 persons in New South Wales. Unemployment in Western Australia decreased by 11,800 persons (15.2%) for the year, and in South Australia, by 5,600 persons (7.1%).

The Territories experienced overall increases in trend unemployment levels, with present levels at 6,600 in the Northern Territory and 12,700 in the Australian Capital Territory.

Victoria experienced the greatest drop of all States in trend unemployment rates, 2.2 percentage points, to its current rate of 9.9 per cent. New South Wales also had a significant fall in unemployment rates during 1994, from 10.5 per cent in December 1993 to 8.7 per cent in December 1994. Both South Australia and Western Australia also experienced decreases throughout the year in trend unemployment rates, 0.9 percentage points and 1.6 percentage points, respectively.

### ANNUAL UNEMPLOYMENT CHANGE BY STATE: TREND 1994



#### Unemployment Rates

The Unemployment rate in Queensland dropped 1.0 percentage points from January to July of this year, and then declined more slowly to the current rate of 8.7 per cent. In Tasmania, unemployment dropped 1.4 percentage points from January to August 1994, before rising to the current rate of 11.1 per cent.

Unemployment rates in both Territories fluctuated during 1994, with the Australian Capital Territory experiencing no overall change in the year, and the overall unemployment rate increasing 0.2 percentage points in the Northern Territory.

#### Involuntary part time

The number of part-time workers wanting to work more hours in 1994 decreased by an annual average of 10,400 persons, a fall of 2.0 per cent from the previous year's average. An average 210,300 (40.8%) of these part-time workers were actively looking for full-time work in 1994, compared to an average 201,700 (38.4%) persons in 1993.

#### Hours worked

The average number of hours worked by all persons employed was 34.7 hours in 1994, compared with the 1993 average of 34.5 hours. Full-time workers worked an average 40.9 hours a week, an increase of 0.5 hours from the previous year's average. There was little change in the average number of hours worked by those employed part time, which stood at 15.2 in 1994. Full-time employed males worked an average of 42.4 hours, 0.5 hours more than in 1993.

#### Long-term unemployment

The average number of long-term unemployed (persons unemployed for 52 weeks or more) fell by 36,200 persons (10.5%) compared with 1993. The annual average level of long-term unemployment fell by 13.1 per cent for males and 5.1 per cent for females in 1994.

#### Industry employment

The largest numerical increase in trend estimates of employment occurred in the Retail trade industry division - a rise of 81,300 (7.3%) in the twelve months to November 1994. Industry divisions with high rates of growth were Cultural and recreational services (a rise of 13.8%), Communication services (11.0%) and Property and business services (10.3%).

Employment levels decreased in Government administration and defence, and in Wholesale trade, which fell by 5.0 per cent and 4.8 per cent respectively. There was little change in Education, which experienced a slight fall of 0.6 per cent in employment during the year, with 551,600 persons employed in November 1994.



## Labour force projections

- The ABS published the latest series of labour force projections in July 1994. The projections illustrate the size and composition of the future Australian labour force which would be achieved if certain underlying assumptions were realised. The projections are based on a study of labour force participation rate estimates up to August 1993, together with Series A population projections published in *Projections of the Populations of Australia, States and Territories 1993 to 2041* (3222.0).

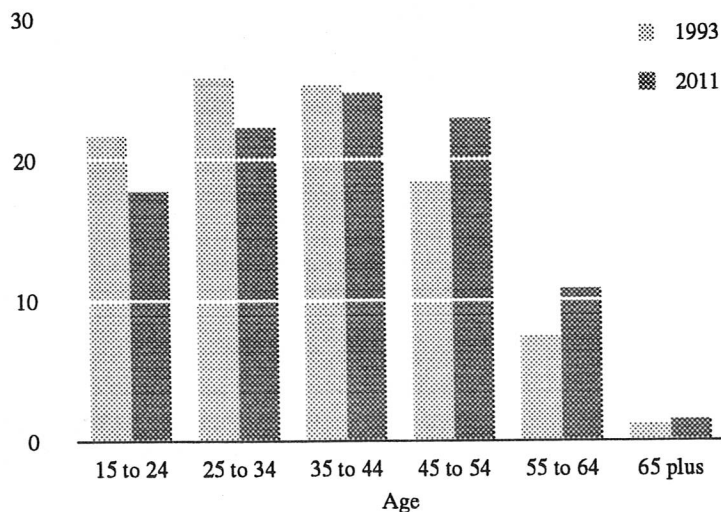
### Projected population growth

- The results of Series A population projections are that by 2011 the Australian population would grow to nearly 21 million — an increase of 19 per cent between 1993 and 2011. The female population is projected to have the same rate of growth, reaching 10.4 million by 2011 whereas the male population is projected to increase by 18 per cent in the same time period to 10.4 million.
- Over the same time period, the labour force is projected to expand to 10.6 million, representing an increase of 23 per cent between 1993 and 2011. This rate of increase, greater than that projected for the total population, mainly reflects the projected growth in the number of females in the labour force. By 2011, the projections suggest that there will be 4.9 million females in the labour force, an increase of 34 per cent from the 1993 level. In contrast, the number of males in the labour force is projected to grow to 5.8 million by the year 2011, 15 per cent higher than the 1993 estimate.

### Labour force projections by age

- In the year 2011, persons in the age groups between 15 and 44 are projected to represent a smaller proportion of the total labour force than in 1993, while persons aged 45 and over would represent a larger proportion of the labour force. These changes are reflective of the projected age structure of the general population by 2011.
- For persons aged 15 to 24, it is projected that there will be 1.9 million persons in the labour force by 2011, a similar number to 1993 but representing a smaller proportion of the whole labour force (18% in 2011 compared with 22% in 1993).

COMPOSITION OF THE LABOUR FORCE BY AGE  
Per Cent

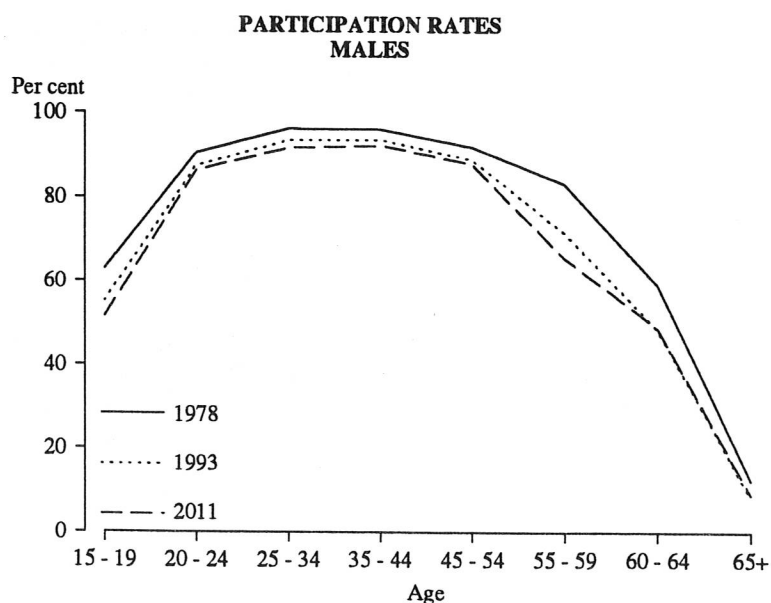




- Females are projected to represent some 48 per cent of the labour force aged 15 to 24 by the year 2011 (compared with 47% in 1993), with the estimated number of females aged 15 to 24 in the labour force projected to grow by 3.0 per cent overall between 1993 and 2011. In contrast, the number of males in the labour force in this age group is projected to fall by 0.7 per cent over the same time period.
- Persons aged 25 to 34 would also represent a smaller proportion of the labour force in 2011 (22%, compared with nearly 26% in 1993), although the number of persons aged 25 to 34 in the labour force is projected to grow from 2.2 million in 1993 to 2.4 million in 2011. By 2011, it is projected that females will represent 46 per cent of persons aged 25 to 34 in the labour force, compared with 41 per cent in 1993.
- The projections show that the number of persons aged 35 to 44 in the labour force could increase to 2.6 million in 2011 (compared with 2.2 million in 1993), an average annual growth rate of 1.0 per cent. Over 70 per cent of this growth is projected to come from an increase in the number of females in this age group in the labour force. However, the proportion of the total labour force represented by this age group would decline slightly.
- Persons aged 45 to 54 would represent 23 per cent of the total labour force in 2011, compared with 19 per cent in 1993. For females in the labour force aged 45 to 54, the projected average annual growth rate is 3.2 per cent, compared with 1.7 per cent for males. By 2011, males would represent 52 per cent of persons in the labour force aged 45 to 54 (compared with 59% in 1993).
- Of all age groups, the highest average annual rate of increase in the size of the labour force (3.3%) is projected to occur for the 55 to 64 age group. In 2011, persons in this age group would represent 11 per cent of the total labour force, compared with 7.4 per cent in 1993.

#### Participation Rates Males

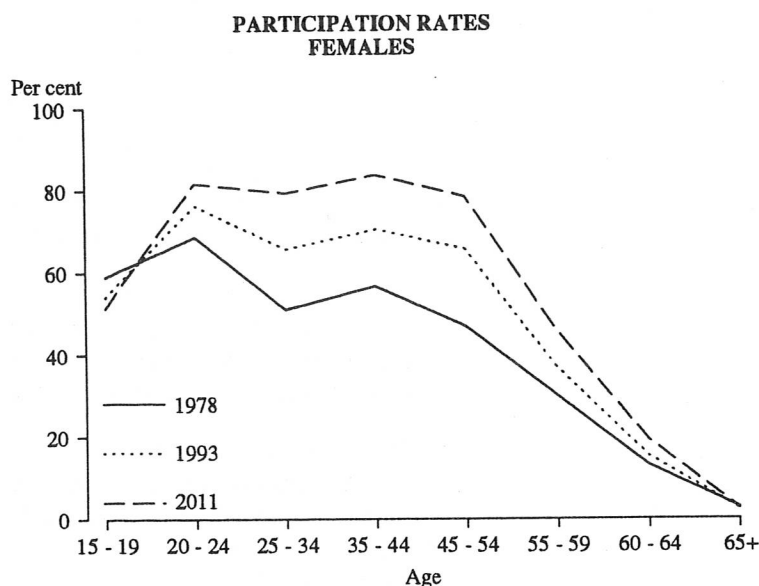
- The participation rate for males is projected to fall by 4.5 percentage points between 1993 and 2011. For males, it is projected that all age groups (except for the 60 to 64 and 65 and over age groups) will experience a decline in participation rates.



- The largest decrease is projected to occur for the 55 to 59 year age group. By 2011, this age group is projected to have a participation rate of 65.7 per cent, compared with 71.7 per cent in 1993 (in 1978, the participation rate for this age group was 83.2%). The next largest decrease is projected to occur for the 15 to 19 age group, from 55.1 per cent in 1993 to 51.5 per cent in 2011 (in 1978, the participation rate for this age group was 62.9%).
- In all other age groups, except the 60 years and over age group, there would be slight falls in labour force participation by males between 1993 and 2011 ranging from a drop of 1 percentage point in the 20 to 24 year age group to a fall of nearly 2 percentage points in the 25 to 34 year age group. These compare with decreases of 2 to 3 percentage points in participation rates for males in these age groups between 1978 and 1993.

#### Participation Rates: Females

- For females, for each of the age groups between 25 and 54 years, participation rates are projected to increase by some 13 percentage points in the eighteen years between 1993 and 2011.



- Historically, the graph of female participation rates by age has displayed a characteristic "M" shape, arising from the lower labour force participation by females in the main child-bearing age group (25 to 34 years). Labour force projections show that an increased participation rate in the 25 to 34 year age group will result in a less distinctive "M" shape by 2011.
- For females, the only age group for which a decline in participation is projected to occur is the 15 to 19 year age group. The participation rate for this age group would fall from 54.1 per cent in 1993 to 51.4 per cent in 2011. (The participation rate for this group had reached 61.5% in 1980).
- Overall, the participation rate for males and females combined is projected to increase slightly to 62.9 per cent in 2011, compared with 62.6 per cent in 1993. For all age groups except those aged 15 to 19, participation rates are projected to increase, primarily due to higher rates for females. However, in the 15 to 19 year age group, lower participation rates are projected for both males and females.

#### Data Availability

- For more information about labour force projections data or methodology, please contact Labour Force Enquiries on (06) 252 6525.

## Behind the numbers — some facts about the labour force survey

The Monthly Labour Force Survey is by far the largest household survey conducted by the Australian Bureau of Statistics (ABS).

Each month the survey records information from more than 65,000 individuals, using a random sample of about 30,000 private dwellings and a (much smaller) number of other dwellings such as hotels and motels.

The sheer size of this monthly exercise yields several advantages, not least of which is a high degree of statistical accuracy. In December 1994, for instance, when the ABS estimate of employed persons was 8,230,800, there was a 95 per cent probability that the true number of employed people in Australia was within just 49,600 of that number.

Such low 'standard errors' clearly indicate that, taking one month with another, the survey reliably reflects national labour market levels, movements and trends.

The Labour Force Survey is also an extremely useful vehicle for collecting data on a wide range of social and economic topics related to the labour market.

In 1994, supplementary topics surveyed along with the core questions included Labour Force Experience, Transition from Education to Work, Employment Benefits and Job Search Experience of Unemployed Persons.

The basic labour force data are published in preliminary form fourteen working days after completion of interviewing, while the results of the supplementary surveys are normally released four to five months after the survey date.

The survey is conducted by specially trained interviewers, generally in the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (the 'reference week'), and the labour force category to which a person is assigned depends on his or her actual activity during that week.

The survey is designed to enable analysis of the labour force by a number of variables, including sex, age, birthplace, occupation, hours worked and so on. While some of these data are included in the monthly publications, much more detailed information is available from the ABS offices in the form of standard and special tabulations and microfiche.

A more comprehensive description of the labour force survey, together with answers to some of the questions most commonly asked about employment and unemployment statistics, may be found in the ABS Information Paper: *Measuring Employment and Unemployment* (6279.0), issued in August 1991.

For further information about the labour force survey or the availability of labour force data products and services, contact Labour Force Enquiries on (06) 252 6565, or any ABS State office.

## Unemployment — an international comparison

Unemployment rates are reported quarterly by the OECD for seventeen member countries. For the September quarter 1993, Australia's rate (seasonally adjusted) of 10.9 per cent was higher than eleven of the seventeen countries, but lower than the rates for Canada, France, Ireland, Finland and Spain.

Monthly data for the "Group of 7" (G7) countries of the OECD show that two countries in this group had a higher rate in December 1993 than Australia at 10.6 per cent seasonally adjusted. France had the highest unemployment rate of 11.7 per cent in December 1993 followed by Canada with an unemployment rate of 11.2 per cent. The lowest rate in December 1993 was recorded by Japan at 2.9 per cent while the United States and western Germany (see note to table) also recorded rates well under 10 per cent.

These data are among the findings of a United States Bureau of Labour Statistics' study of standardised unemployment rates of the G7 countries for the last twenty years.

### AUSTRALIA AND G7 COUNTRIES: UNEMPLOYMENT RATES Seasonally adjusted

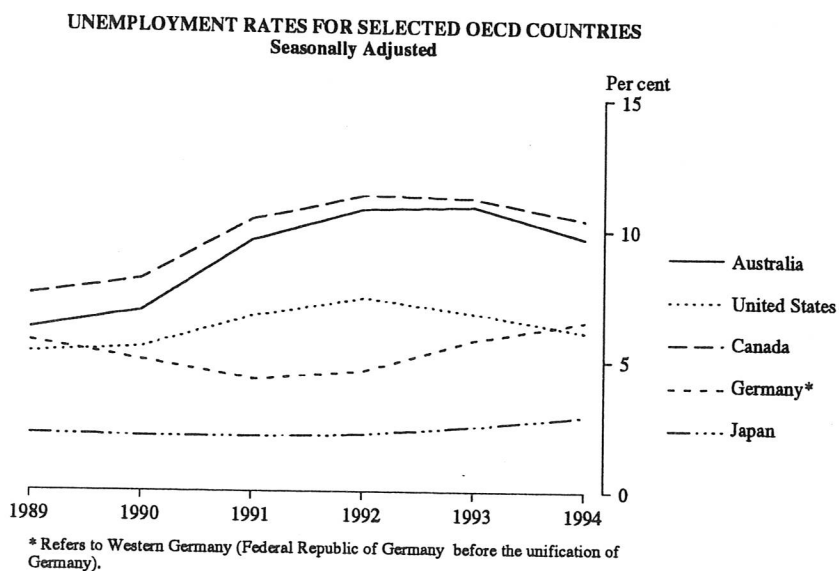
Period	Annual averages							
	Australia	Canada	France	Germany*	Italy	Japan	UK	USA
1973	2.3	5.5	2.8	0.7	3.7	1.3	3.2	4.9
1978	6.3	8.3	5.4	3.3	4.1	2.3	6.3	6.1
1983	10.0	11.8	8.6	6.9	5.9	2.7	11.8	9.6
1988	7.2	7.8	10.3	6.3	7.9	2.5	8.6	5.5
1993	10.9	11.2	11.3	5.9	10.5	2.5	10.4	6.8
October 1993	11.1	11.1	11.7	6.4	..	2.7	10.2	6.7
November 1993	11.0	11.0	11.7	6.5	..	2.8	10.1	6.5
December 1993	10.6	11.2	11.7	6.5	..	2.9	10.0	6.4

\* Refers to Western Germany (Federal Republic of Germany before the unification of Germany).

The United States and Canada were the only two G7 countries to experience falls in their unemployment rates over the last year. The unemployment rate for the United States decreased from 7.4 per cent in 1992 to 6.8 per cent in 1993 while the rate for Canada eased from 11.3 per cent in 1992 to 11.2 per cent in 1993.

The highest annual average unemployment rate of the G7 countries since 1973 was 11.8 per cent, recorded by Canada in 1983 and the United Kingdom in 1983 and 1984. The lowest rate recorded was 0.7 per cent in 1973 by the former Federal Republic of Germany.

Japan has maintained a very low unemployment rate over the last twenty years. Since 1976, the rate had remained between 2 and 3 per cent.



For countries other than the "Group of 7", the OECD has reported recent large increases in unemployment rates for Sweden (from 1.2% in April 1990 to 9.6% in July 1993); Finland (from 2.9% in January 1990 to 18.7% in June 1993); and Spain (from 15.6% in February 1991 to 23.1% in August 1993).

For further information about the data available from the Labour Force Survey conducted by the Australian Bureau of Statistics, contact Labour Force Enquiries on (06) 252 6525 or any ABS office.

## Glossary

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<b>Active steps taken to find work</b>	Steps taken during the current period of unemployment. They comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; contacting friends or relatives.
<b>Apprentices</b>	Employed persons aged 15-34 who indicate they are undertaking an apprenticeship.
<b>Casual employees</b>	Employees not entitled to either annual leave or sick leave in their current position.
<b>Child</b>	Except where otherwise indicated, refers to a person aged under 15 years.
<b>Contributing family workers</b>	Prior to April 1986, unpaid family helpers and persons who worked 1-14 hours without pay in a family business or on a farm, or who had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work. Since that time, such persons have been considered to be employed.
<b>Couple</b>	A man and a woman who are married or in a de facto relationship.
<b>Couple families</b>	Families which consist of a female and a male partner who are married or in a de facto relationship. May include one or more children and/or other adult family members.
<b>Current job</b>	The main job in which the employee worked in the survey reference week.
<b>Dependants</b>	All family members under 15 years of age; family members aged 15-19 attending school or aged 15-24 attending a tertiary educational institution full time, except those classified as husbands, wives, lone parents or other family heads.
<b>Discouraged job seekers</b>	Persons with marginal attachment to the labour force who wanted to work and were available to start work within 4 weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered to be too young or too old by employers; difficulties with language or ethnic background; lacked the necessary schooling, training, skills or experience; no jobs in their locality or line of work; no jobs available at all. See also 'Marginal attachment to the labour force'.
<b>Duration of unemployment</b>	The period from the time a person began looking for work or was stood down to the end of the survey reference week. Thus, surveys measure current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the period from the time the person last worked full time for two weeks or more to the end of reference week.

## Glossary *continued*

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<b>Educational attainment</b>	Relates to the highest qualification obtained. Includes qualifications other than those obtained from an educational institution (eg. nursing qualification obtained at a hospital).
<b>Employed persons</b>	Persons aged 15 years and over who, during the survey reference week: <ul style="list-style-type: none"> <li>· worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and own-account workers);</li> <li>· or worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than 4 weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than 4 weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study;</li> <li>· or were employers, own account workers or contributing family workers who had a job, business or farm, but were not at work.</li> </ul>
<b>Employee</b>	A person who worked for an employer for wages or salary; or in their own business, with or without employees, if that business was a limited liability company; or for payment in kind.
<b>Employer</b>	A person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more employees.
<b>Family</b>	Two or more people related by blood, marriage or a de facto relationship who live in the same household. There are three major family types: couple families, one parent families and families of related adults. Non-family members such as friends or boarders are excluded from the data on families. See Couple families, One parent families, Other families.
<b>Full-time employees in main job</b>	All employees for whom 'full-time' was the response to the question 'Is your main job full-time or part-time?'
<b>Full-time workers</b>	Employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the survey reference week.
<b>Industry</b>	Classified according to the Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification (1201.0). From August 1994, classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) 1993 (1292.0).
<b>Job leavers</b>	Persons who have voluntarily ceased their last job.



## **Glossary *continued***

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<b>Job losers</b>	Persons who involuntarily ceased their last job. i.e. were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or their last job was running their own business and the business closed down because of financial difficulties.
<b>Job search</b>	Involves actively taking steps to find work during the current period of unemployment. This includes: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.
<b>Labour force</b>	All persons who, during the survey reference week, were employed or unemployed.
<b>Labour force status</b>	A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined.
<b>Main job</b>	The job in which most hours are usually worked.
<b>Marginal attachment to labour force</b>	Persons who were not in the labour force in the reference week, but who wanted to work and: were actively looking for work but did not meet the criteria to be classified as unemployed; or were not actively looking for work but were available to start work within 4 weeks or could start work within 4 weeks if childcare were available.
<b>Multiple jobholders</b>	Employed persons who, during the reference week worked in a second job or held a second job which they were absent from because of holidays, sickness or any other reason and were an employee in at least one of their jobs.
<b>Not fully employed workers</b>	Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the survey reference week for economic reasons e.g. short time and insufficient work, and part-time workers who indicate that they would prefer to work more hours.
<b>Not in the labour force</b>	Persons who, during the survey reference week, were not in the categories employed or unemployed, as defined. Includes persons who were undertaking unpaid home management duties, retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or unpaid voluntary work for a charitable organisation.
<b>Not married</b>	Persons who are not married includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household.



## Glossary *continued*

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<b>Occupation</b>	Occupation is classified according to the Australian Standard Classification of Occupations (ASCO) - First Edition, Statistical Classification (1222.0).
<b>One parent families</b>	Families which consist of one parent and child(ren) and can include other adult family members.
<b>Other families</b>	Families which are not couple families or one parent families as defined. They include families in which there is no parent, for example a family head living with a brother or sister.
<b>Other post-school qualifications</b>	All occurrences of level 'other post-school qualifications' refer to the total of the levels not identified in the hierarchical table format.
<b>Own account workers</b>	A person who operates her or his own economic enterprise, or engages independently in a profession or trade but who hires no employees.
<b>Self-employed</b>	A person who operates her or his own economic enterprise, or engages independently in a profession or trade, but who hires no employees.
<b>Participation rate</b>	An estimate of the labour force of any group expressed as a percentage of the civilian population of the same group.
<b>Part-time employees in main job</b>	All employees for whom 'part-time' was the response to the question 'Is your main job full-time or part-time?'
<b>Part-time workers</b>	Employed persons who usually worked less than 35 hours a week and who did so during the survey reference week.
<b>Permanent employees</b>	Employees who were entitled to annual leave and/or sick leave in their current position.
<b>Post-school qualifications</b>	A level of educational attainment completed since leaving school and recognised as one of the 7 levels of qualifications under the Australian Bureau of Statistics Classification of Qualifications. (Higher degree, Post-graduate diploma, Bachelor degree, Undergraduate diploma, Associate diploma, Skilled vocational qualification and Basic vocational qualification).
<b>Reference week</b>	The week commencing Monday and ending Sunday immediately prior to the survey interview. Also known as the survey reference week.
<b>Retired from full-time work</b>	Persons aged 45 and over who had had a full-time job at some time and who had ceased full-time labour force activity (ie. were not working full time, were not looking for full-time work and did not intend to work full time at any time in the future). Unpaid voluntary work does not constitute a full-time job.
<b>Superannuation scheme</b>	Any fund, association, or organisation set up for the purpose of providing a financial benefit to members when they retire from work.
<b>Underemployed workers</b>	Workers who are 'not fully employed' and who have taken active steps to find extra work and/or are available to take up work with more hours.

## **Glossary *continued***

### **Unemployed persons**

Persons aged 15 years and over who were not employed during the reference week, and:

. had actively looked for full-time or part-time work at any time in the 4 weeks up to the end of the reference week and:

(i) were available for work in the reference week, or would have been available except for a temporary illness (lasting for less than 4 weeks to the end of the reference week); or

(ii) were waiting to start a new job within 4 weeks from the end of the reference week and would have started in the reference week if the job had been available then; or

. were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than 4 weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant breakdown.

### **Unemployment rate**

The number of unemployed persons in any group expressed as a percentage of the labour force in the same group.

### **Weekly earnings**

Amount of 'last total pay(s)' from wage or salary job(s) prior to the interview (ie. before taxation and other deductions had been made). For persons paid other than weekly, earnings are converted to a weekly equivalent. No adjustment is made for any back payment of wage increases or prepayment of leave, etc.

## More Information - Products and Services Available

### **CATALOGUED PRODUCTS**

This booklet provides information about some of the many Labour Market publications produced by the ABS. The full range of ABS Catalogued publications can be found in *ABS Catalogue of Publications and Products (ABS Catalogue Number 1101.0)*. Note that from the beginning of 1995 Labour Supplementary Surveys are published in the Labour Force, Australia (6203.0) and a Standard Data Service rather than in discreet publications. Standard Data Services are available at under \$20 per copy by subscription or mail order. Details of ABS Catalogued electronic products are listed in *ABS Catalogue of Publications and Products (ABS Catalogue Number 1111.0)*.

### **SPECIAL DATA SERVICES**

As well as releasing information in publications and other standard formats, the ABS makes available survey data, in some cases previously unpublished, to meet individual client requirements. Provision is made for -

#### ***Tabulations designed to individual client specifications -***

. Clients with an interest in particular population groups (eg residents of a particular State or Territory, persons 15-19 years, lone parents etc) are able to order data specific to these groups from individual surveys. Subject to confidentiality and sampling variability constraints, data can be presented as printed tables, on microfiche or on floppy disk. Tables on floppy disks are available in a wide range of formats to suit a variety of packages.

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